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नॅशनल यूनियन ऑफ पोस्टल एम्प्लॉईज

पोस्टमैन संघ ग्रुप 'डी' / एम.टी.एस.

उन्नीसवां

अखिल भारतीय अधिवेशन

दिनांक 02 जून से 04 जून, 2014

स्थल : अखिल भारता भक्त मार्केडण्य पद्मासलइया अन्नासत्रम,
तिरुपति, तिरुचेनूर-517503

द्विवार्षिक अहवाल

(2012-2014)

CHQ Office Bearers
NUPE Postmen & Group D (MSC) (CHQ)
For the year 2012 to 2014

1. President	SHRI LAKHAN MUJUMDAR	Stg. Postman	Hatkholra PO, Kolkatta-700005 (WB)
2. Working President	Shri A.K. Solanki	Postman	Manikbaug PO, Ahmedabad-380015 (Gujarat)
3. Vice President	i. Shri Gulam Rabbani	Group D (MTS)	Hyderabad, GPO-500 001, (Andhra Pradesh)
	ii. Shri Jayapl Singh	Postman	Rohtak HO (Haryana)
4. General Secretary	SHRI T.N. RAHATE	Postman	Tank Road PO, Mumbai-400033, (Maharashtra)
5. Dy. General Sec.	Shri V.K. Mathur	Postman	IPO HO, New Delhi-110002
6. Asst. General Sec.	i. Shri K. Gunasekharan	Postman	Roya Pettah PO, Chennai-600014 (TN)
	ii. Shri Sunil Zunjarrao	Postman	O.E. Ambernath PO, Thane-421502 (Maharashtra)
	iii. Shri Mahesh K.	Postman	Thalassery HO-670101, (Kerala)
	iv. Shri K.V. Kurudigi	Postman	Bangalore GPO-561001 (Karnataka)
7. Org. Secretary	i. Shri Rabindra Nath Biswas	Postman	Ranaghat PO-741201 (West Bengal)
	ii. Shri Nareshchandra Sharma	Postman	Meerut HO City-2 Meerut-252002, (UP)
	iii. Shri Ajmer Singh	Postman	Sector 23 PO, Chandigarh-160023 (Punjab)
	iv. Shri R.K. Mishraji	Postman	Jabalpur HO, (Madhya Pradesh)
8. Treasurer	Shri Jagdish Kumar Sharma	Postman	I.P. HO, Delhi-110 002, (Delhi)

All India Conference
2nd June to 4th June, 2014
At Tirupati (Andhra Pradesh Circle)

Message From the Pen of General Secretary

12th and 13th February 2014,
Two Days Strike was a Grand Success

'Bravo My Colleagues!'

'I wholeheartedly congratulate all of you for your cent-percent participation in two days Strike of 12th and 13th February, 2014.

The Department was compelled to write the DOPT for inclusion of GDS Demand in the 7th CPC due to success of our Strike.

Secondly, you all have made sincere efforts for new membership and the result is very much aspiring. We are increasing our membership day-by-day. Please keep it up.

I congratulate all my Divisional/Circle Secretaries and their associates for successfully increasing new membership in last two years.

I am very much sure that, you have taken lots of efforts and painful endeavour, despite the examination period of your children.

Percentage of our Union 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. Your trust is very important to our leadership.

Thanking all of you.

19th All India Conference

Welcome Address by the General Secretary

at Tirupati in Andhra Pradesh

I on my own behalf and on behalf of Central HQ of our National Union of Postmen, Group 'D'/MTS, wholeheartedly welcome you all who have come here in the God's City of Lord Venkateswara to participate in the event of our All India Conference scheduled to be held during 2nd to 4th June, 2014 at Akil Bharatha Bhaktha Markandeya Padmasaliya Annasatram, Tirupati, Andhra Pradesh.

In this AIC, we have to discuss and chalkout our future policy taking into consideration of present political situation emerging after election result of parliament, we should not lag behind.

Whichever party make the Government, we have to negotiate with them with our full strength in general for all CGE and for Postal particularly. As per statistical data shows decline in traffic. But on the other hand, vast population is spreading in new colonies and thereby postmen beats are expanded in rural areas. For urban, the malls and towers are being built up and postmen staff are being harassed by climbing the staircases due to non-availability of lifts.

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 suspension, 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 SPL & Registered Letters, UIT Cards** etc. with the eyewash of showing less work.

In this background the 19th 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

Index

• CHQ Office Bearers	2-2
• Two Days Strike was a Grand Success	3-3
• Welcome Address by the General Secretary	4-4
• Recognition of Service Associations & Federation	6-8
under CCS (RSA) Rules, 1993	
• Membership Circle Verification Process 2010	9-9
• G.K.P (Condolence)	10-11
• Joint Struggle - Negotiation - Settlements	12-38
• CWC on 01-06-2014 notice last CWC Minutes	39-45
• 19th AIC Notice & Letters	46-49
• Secretary(P) & Members of Postal Board & others AIC Message	50-57
• Bi-Annual Report - An Introduction & 18th AIC minutes	58-80
• राजदूत के मत्थे ज्यादा सेवाएं	81-81
• Postman - Brand Ambassador of India Post	82-83
• Important Letters from India Post (Dak Bhawan)	84-91
• Govt's Reply for the letters written by General Secretary	92-97
• Minutes of the Meeting of the Committee	98-101
constituted under the Chairmanship of CGM (PLI)	
• GDS Related Orders	102-132
• LTC related	133-136
• CGHS Related Orders	137-144
• 7th CPC	145-169
• Gazette Notification and Postmen/MTS Recruitment Rules	170-182
• GS Letter's addressed to Secretary (P)	183-186
• National Postal Policy 2012	187-203
• Principal CAT Court Stay Order	204-206
• TCS making India Post Technology smart	207-208
• Postal J.C.A FNPO/NFPE	209-210
• Cadre Restructuring Proposal and Minutes	211-218
• Departmental Council Agenda & Minutes	219-245
• NCJM (National Council)	246-251
• Postal Services Staff Welfare Board	252-255
• Membership Verification of Associations/Union every April	256-257
• Message from Member (Personnel)	258-258
• Annexure to OM on MACPS	259-260
• Welcome Home	261-261
• General Secretary Letters to DG/Secretary (P) & others	262-278
• Reply Received From Secretary (P) & others to GS	279-286
• Statement of Income & Expenditure	287-288

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%

Condolence
Shri G.K. Padmanabhan doyen of Labour Organisation - FNPO
passed away

Former General Secretary, FNPO Shri G.K. Padmanabhan passed away on 6th June, 2013. He was 84 years old and was not in good health. With the sad demise of him, I am personally grief-stricken and feel distressed and all the Office Bearers and members of the FNPO also feel the same.

My acquaintance with the Late Shri G.K. Padmanabhan dates back to the year 1998 during Postal Strike. Shri GKP started his active Union career from the year 1959 as an Assistant Secretary, RMS 'M' Division, Trichi. Thereafter by his sheer devotion and hardwork he was elevated as Secretary General FNPO in due course.

Before his demise, I personally went to his house in Delhi. However, it is painfully regretted that I could not speak to him as he was unconscious, but I tried to console the family members of Shri GKP. Shri GKP did recovered a bit, but his physical condition worsened on 6th June, 2013 late night and the life light was vanquished.

During 1998 Postal Strike I came in contact of Late Shri GKP. Thereafter all India Conference of NUPE P-IV was held in Selam. Due to the said conference I came more closer to Late Shri GKP and with his support I was given the responsibility of Assistant General Secretary, CHQ. In 2002 AIC was held in Pune and Late Shri GKP praised my work and again the responsibility was given to me. As I was carrying the responsibility of Assistant General Secretary of NUPE P-IV under the able guidance of Late Shri GKP, I was fortunate to learn and gather great knowledge and experience in Union activities and became close associate of Late Shri GKP.

In the year 2005 AIC was held at Kolkatta under the Chairmanship of Late Shri GKP who supported and enthused me to take more responsible work in the Union activities. Consequently, an election was held and I was elected General Secretary of NUPE P-IV Union with thumping majority. After having been elected as General Secretary the routine and connected work of the Union was done by me under the guidance and with active support of Late Shri GKP at CHQ, New Delhi. Due to my full devotion to Union work and under the guidance of Late Shri GKP, FNPO P-IV became a force of increasing strength of membership, for all this I humbly and sincerely give full credit to Late Shri GKP.

In the year 2008 election took place for the Presidentship of FNPO. This time also Late Shri GKP pushed me in the competition of Presidentship and I was adored the highest position in the Union with the guidance of Late Shri GKP. My personal loss is very pinching because I have lost a great friend, philosopher and guide. However, life is a transitory existence and one has to leave for heavenly abode today or tomorrow. It is a rule of nature 'unavoidable'.

I hereby sincerely and positively assure my lakhs and lakhs of Union brothers that so long as I am in the saddle of Unions responsible posts, I will do my best to be always loyal, sincere and devotional to the work of the Union with best efforts that I can put in. I will also see that I will never betray the faith showed in me by my lakhs and lakhs of Union brothers who are always a tonic to me to work harder and harder.

Shri G.K Padmanabhan former SG FNPO expired on 06/06/2013 at New Delhi . His contribution towards betterment of postal workers service conditions will be remembered by one and all for the years to come . Because of his full support and efforts NUPE P-IV has achieved great heights. FNPO/NUPE P-IV convey heartfelt condolences to bereaved family.

With the above obituary to Late Shri GKP and praying for the resting of his soul in eternal peace, I also convey my deep condolences to his bereaved family.

- T.N. Rahate
General Secretary and
President FNPO

श्रद्धांजलि

पोस्टल यूनियन का एक कीमती मोती लुप्त हुआ

FNPO के भूतपूर्व सेक्रेटरी जनरल जी.के.पी. उर्फ श्री जी.के. पद्मनाभनजी हमारे बीच नहीं रहे। 6 जून 2013 को उन्होंने अंतिम सांस ली और इस नश्वर संसार को त्याग कर अनंत की यात्रा पर चले गये। उनके बिछड़ने से निजीतौर पर मुझे तो गहरा सदमा पहुंचा ही है, संगठन के लिए भी यह एक अपूरणीय क्षति है।

84 वर्षीय कामगार नेता जी.के.पी. ने अपने संघर्षपूर्ण जीवन की शुरुआत 1959 में असिस्टेंट सेक्रेटरी RMS 'M' Division Trichi FNPO का पदभार ग्रहण कर की तथा आगे चलकर वह FNPO के सेक्रेटरी जनरल के पद तक पहुंचे। सन् 2005 तक NUPE P-IV CHQ का ज्यादातर कामकाज स्व. जी.के.पी. के सहयोग से होता रहा। संगठन के अपने साथियों का मार्गदर्शन तो वह करते ही थे, डायरेक्टोरेट के साथ पत्राचार तथा अन्य सर्किलों के साथ पत्राचार का कार्य वही करते थे। NUPE P-IV CHQ की मासिक पत्रिका के प्रकाशन और प्रसार का कार्य भी जी.के.पी. की ही देखरेख में संपन्न होता था। स्व. श्री जी.के. पद्मनाभन से मेरी पहचान 1998 में तब हुई जब पोस्टल विभाग की हड़ताल का बिगुल बजा था। धीरे-धीरे यह पहचान मित्रता में बदल गयी और उसके बाद मैं उनके साथ कंधे से कंधा मिलाकर यूनियन के कार्यों में हिस्सा लेने लगा। इसके बाद सेलेम में NUPE P-IV का अखिल भारतीय अधिवेशन संपन्न हुआ। इस अधिवेशन में मुझे असिस्टेंट जनरल सेक्रेटरी की जिम्मेदारी सौंपी गयी। 2002 में पूना में हुए अखिल भारतीय अधिवेशन में उन्होंने मेरे कार्यों की प्रशंसा की तथा 2005 में कलकत्ता में संपन्न हुए अखिल भारतीय अधिवेशन में मुझे जनरल सेक्रेटरी के पद का चुनाव लड़ने के लिए स्व. श्री जी.के.पी. ने ही हिम्मत दिलायी। यह श्री जी.के.पी. के ही सहयोग और मार्गदर्शन का नतीजा था कि मैं भारी मतों से चुनाव जीता और NUPE P-IV का जनरल सेक्रेटरी बना। मेरे जनरल सेक्रेटरी बनने के बाद भी CHQ Delhi के कामकाज में मुझे हमेशा उनकी सहायता एवं मार्गदर्शन मिलता रहा। यूनियन के सभासदों की संख्या में इस दौरान जो बढ़ोत्तरी हुई उसका बहुत कुछ श्रेय स्व. जी.के.पी. को भी जाता है। मैं स्व. श्री जी.के. पद्मनाभनजी का दिल की गहराइयों से ऋणी रहूंगा।

2008 में फेडरल कांग्रेस में मेरे FNPO का अध्यक्ष बनने में स्व. श्री जी.के. पद्मनाभनजी का मार्गदर्शन और सहयोग आधारभूत था। उनके जाने से NUPE P-IV, FNPO को जो क्षति पहुंची है उसकी पूर्ति होना असंभव है। श्री जी.के. पद्मनाभन के स्वर्गवास के साथ ही पोस्टल यूनियन का एक कीमती मोती लुप्त हो गया है।

स्व. श्री जी.के.पी. पोस्टल कर्मचारियों की संघर्षयात्रा के एक मजबूत स्तंभ और शिखर व्यक्तित्व थे। श्री जी.के. पद्मनाभनजी के निधन से संगठन के सभी साथियों को धक्का पहुंचना स्वाभाविक है। 6 जून को उनके निधन से पहले जब मुझे उनके बीमार होने का समाचार मिला था तो मैं यूनियन के साथियों के साथ उन्हें मिलने उनके घर गया था। तब वह बेहोशी की अवस्था में थे। इस कारण उनसे उनका हालचाल नहीं जान पाये। हमने उनके परिवारजनों को दिलासा दिलाया कि वो ठीक हो जायेंगे। कुछ समय बाद श्री जी.के.पी. होश में भी आये लेकिन मौत के निमर्ग पंजों ने 6 जून, 2013 की देर शाम उन्हें दबोच लिया।

श्री जी.के.पी. अब नहीं हैं लेकिन उनकी स्मृतियां हमेशा मेरे साथ रहेंगी। मैं जब तक CHQ तथा FNPO के पदों पर रहूंगा, स्व. श्री जी.के.पी. की दी हुई शिक्षाओं पर अमल करता रहूंगा। जो जिम्मेदारी वो मेरे कंधों पर डालकर गये हैं उसे मैं पूरे समर्पण भाव से निभाने की चेष्टा करता रहूंगा। पोस्टल कर्मचारियों की समस्याओं को हल करने में मुझसे जो कुछ भी बन पड़ेगा मैं करूंगा। मेरी ओर से उनके प्रति यही भाव भरी श्रद्धांजलि है। मैं भगवान से प्रार्थना करता हूं कि वह स्व. श्री जी.के. पद्मनाभनजी की पावन आत्मा को शांति प्रदान करें साथ ही श्री जी.के. पद्मनाभन अमर रहें।

- टी.एन. रहाटे

जनरल सेक्रेटरी एंड प्रेसीडेंट FNPO

POSTMEN UNIONS ALONG WITH FEDERATIONS JOINT STRUGGLE - NEGOTIATION - SETTLEMENTS

WE ARE MARCHING AHEAD

During 2013 we observed Strike on 20th and 21st February alongwith other Federation, so also in year February 2014 we were on 2 days Strike i.e. on 12th and 13th February.

This was a great achievement of our joint struggle. The main demand was not met, but in near future 50% merger will definitely be done as we cannot wait upto 2016.

For GDS, we have to mobilise all GDS Staff and must give clear picture of attitude of Shri Mahadevaya, the only General Secretary of AIPEU GDS Union who have stabbed GDS by signing agreement with the Department for one man Committee for GDS, though we were on Strike for GDS demand that GDS staff must be included in the 7th CPC. This is the first time that the entire JCM (Staff side) including Railway and Defence is taking such a firm stand.

Accordingly, JCM (Staff Side) has submitted a letter to Government (DOPT) to include GDS in the terms of reference of 7th CPC. Now the matter is pending before the Government for a decision.

We have succeeded to get Stay Order on abolition of more than 7000 posts of Postmen MTS.

For filling up all vacant post of Postmen Group 'D' MTS, till recruitment process is not completed, Department has agreed to make arrangements by Outside Department Personnel (ODP) with fix wages. In most of the Circles this scheme is on. CHQ direct all the Circle Secretaries to implement this scheme for temporary relief on shortage of staff.

The review of postman strength of all delivery post offices are being undertaken in some of the Circles and the result is good. For example in Haryana Circle, 168 posts of Postmen and 15 GDS MD are additionally justified. CHQ request all the Circle Secretaries to make this programme of CGM Directorate implemented at their Circle to enable us to get thousands of Posts of Postmen Group D MTS in near future, due to vast expansion of cities and malls the delivery area is expanding.

- T.N. Rahate

General Secretary,
NUPE Postmen & Group 'D'/MTS

**MEMORANDUM SUBMITTED TO
THE SECRETARY DEPARTMENT OF POSTS
ON URGENT ISSUES OF POSTMEN AND MTS STAFF**

Programme of Action:- The AIPEU Postman and MTS / Group 'D' and the NUPE Postman and MTS both while urge upon you for a speedy redressal of the above urgent issues, have decided to focus attention on all these issues by launching unitedly a nationwide Programme of Action as follows,

1. Work Spot Demonstrations:- during lunch hour or evening hours in all divisions to highlight the sectional demands of the P4 from 20th to 22nd June, 2013.
2. Day long Mass Dharna in front of Divisional Offices on 28th June, 2013.
3. Mass Hunger Fast in front of Regional Offices and Chief PMG Offices on 9th July, 2013.
4. Delivery of Mail wearing Half Pant & Vest (Male PM) and without uniform by Female Postmen:- Postmen (Male) and Postmen (Female) will deliver mail on 23rd and 24th July 2013 by wearing Half Pant and Vest (Male Postmen) and without wearing uniform in case of female postmen to protest against substandard and irregular supply of uniform and other kit items.
5. Mass Hunger Fast in front of Dak Bhawan:- including all CWC Members and submission of Strike Notice to the Secretary Department of Posts on 17th August 2013.
6. Indefinite Strike from 16th September, 2013:-Both our Unions are still confident that the Secretary Department of Posts would intervene personally to restore normalcy and tranquillity at the earliest by causing orders for the redressal of the burning issues of Postmen and MTS.

**ALL INDIA POSTAL EMPLOYEES UNION POSTMEN & MSE/GR. 'D' (NFPE)
NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN AND MTS (FNPO)**

No Memo/Postmen JCA/2013

Dated : 7th June, 2013

**MEMORANDUM SUBMITTED TO
THE SECRETARY DEPARTMENT OF POSTS
ON URGENT ISSUES OF POSTMEN AND MTS STAFF**

The All India Postal Employees Union - Postman and MTS / Group 'D' and the National Union of Postal Employees - Postman and MTS jointly submit this memorandum on urgent issues of Postman and MTS staff on which our both organizations will launch a series of nationwide Programme of Action to draw the attention of the Postal Directorate for early settlement.

Postmen Committee Recommendation not implemented.:-The P4 CHQs of both NFPE and FNPO have come to the conclusion that despite the recommendations of the postmen related issue committee; no orders on the following issues have been issued to implement them.

(a) **Extraction of data entry work from Postman:-** Suitable instructions/Orders to all the Circle are to be issued by 30th April 2012, nothing has been done so far. An early issue of orders are required to implement them.

(b) **Revision of postmen Norms:-** Postmen norms issued by the Department are very old. The decision taken in the committee are not convincing. As such it is suggested that formation of fresh Internal Work Study Unit with one/two staff side member to review all work performed by postmen staff with door to door measurement of beats was requested. Internal Work Study Unit for this job is to be ordered by the Directorate as the same does not come under the jurisdiction of the Committee.

(c) **Change in procedure for payment of Speed Post delivery incentive:** At present the procedure for payment of incentive is very lengthy. No body prepares bills. In case the bills are prepared they remain under verification of PRI/SDI/ASP then goes to sanction to the Divisional Head. After sanction of bills from Divisional Head to DDOs for payment. Then bills are to be prepared DDOs for payment office wise. It is suggested that module for payment of Speed Post Incentive in the computer soft ware be installed and give powers of payment to the concerned postmaster on weekly/ monthly. After payment the concerned vouchers be sent to the DDOs for accounting purpose.

(d) **Combination of beats :** It was decided in the above meeting that limit of combination of beat in the post office having 4+strength will be removed since it adversely affects the delivery efficiency. But orders on this item are yet to be issued by the Directorate. This need to be done at the earliest.

(e) **Delivery of Heavy parcels and EPP articles:-** It was pointed out by the staff side that Postman face difficulty in delivery of registered parcels weighing more than 5 Kgs each and EPP articles of 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 delivery 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. Whether coolie charges pertaining to heavy parcels have been enhanced due to high prices. As regards EPP parcels, whether mode of conveyance with rate of each mode have been decided by the Directorate.

(f) **Corrigendum on density of population:-** The staff side drew attention of the committee to note of Sl. 8 in the Directorate letter No 9-1/2005-WSI/PE I dated 5.2.2010 which stipulates that area having a density of population 2500 per Sq. KM may be taken as congested area "and pointed out that the same has incorrectly been printed as it should refer to 2500 per sq. Mile instead of 2500 sq meter. They quoted a clarification received from PTC, Mysore which has cited Directorate letter dated 19.02.76 indicating establishment norms for Postmen and defining congested area or 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.

(g) **Creating of justified additional posts:-** In this connection while implementing the 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 and the issue pertains to creation/ re-deployment of Posts which is basically a policy issue. However, the staff side mentioned that Postmen were not able to write correct remarks for non delivery of article 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. Result on examination has not been communicated so far in this regard.

2. **Cadre Restructuring of Postman and MTS:-** The first and foremost issue on which a bias against the Postman is clearly visible is that of cadre restructuring for this cadre. The Department though conceded to form a Cadre Restructuring Committee during the strike negotiations with the Postal Joint Council of Action had issued orders omitting the cadre of Postman and MTS from the ambit of cadre restructuring. This shows the mind-set of the Department on the important issue of cadre restructuring of Postman and MTS cadre. The stand of the Postal Directorate was against the direction of the Official Side in the National Anomaly Committee that every department shall go into the issue of cadre restructuring for boosting the promotional avenues of employees rather than depending too much on the MACP Scheme for that purpose. It is a known fact that the cadre

of Postman and MTS have no in-situ promotion in their cadre except the promotion to the cadre of Postal Assistant through a competitive examination. Every other cadre other than the cadres of Postman and MTS have their own hierarchical promotions in their own cadre and this discrimination cannot be ended without a proper cadre restructuring in place for the Postman and MTS cadre. Even the flimsy promotion for the cadre of Postman earlier to the introduction of TBOP/BCR like Head Postman, Sorting Postman etc have disappeared from the scene and as on date no promotion in the cadre is available to both these cadres. Unfortunately the Department of Posts not only not in a position to appreciate our contention as well as the proposal for cadre restructuring based on percentage basis as available to all cadres in the Department of Railways but not inclined to consider any cadre restructuring proposal to these cadres. The absence of any promotion to them in their own cadre leaves them totally frustrated and takes away any incentive to perform better to the services. This has to be properly appreciated and attended to by the Postal Directorate in the absence of Cadre Restructuring Committee failed to find out any alternate proposals to our proposal based on percentage.

3. Door to Door Scientific Measurement of Beats:- (A) At present the door to door beat measurement system adopted by the department is not only unsatisfactory but also incorrect one as neither scientific device like foot meter nor cyclo meter is used to assess the actual length of beat. The measurement of beats is generally done while sitting on the table by guess work only. Moreover the workload of mail delivery and number of houses to be visited during duty of eight hours has no where been laid down causing extreme harassment to postmen staff. It is demanded that the number of houses to be visited and number of articles to be delivered should be laid down in the interest of delivery efficiency and rationalization of workload of postmen staff as well.

The Directorate ordered for rationalizing of Postman beats after hearing our complaints that Postman beats are constructed unscientifically with long distances humanly impossible to cover on a day. Many examples like more than 70 kilometres beats were brought to the notice of the Postman Committee to substantiate our complaints. Based on the discussions the Directorate agreed to issue orders for measuring the beats and rationalizing them appropriately. Unfortunately the CHQs of our Unions are receiving complaints from our Circles that re-measuring of beats is being done most unscientifically without using either the cyclo-meters or foot-meters but applying their imaginary calculations. This has complicated the problem more and there is widespread resentment among the Postman staff. Both our Unions urge upon you to issue strict instructions to measure all Postman beats only by using cyclo-meters or foot-meters for the purpose of rationalizing the beats.

(B) To fix the meeting of Committee for Modification in Order No. 31-38/79-PE-I dt. 22-5-1979:- The Committee Constituted for examination of Modification in Departmental Order No. 31-38/79-PE-I dt. 23-5-1979 in R/O footwork of the Postman from door to door walk in R/O Item DO 4 of Periodical Meeting held on 29-11-2012 and Departmental Council Meeting on 28-12-2012.

4. Revision of Syllabus to Departmental Exams Modification:- (A) As narrated in the earlier paragraph the only avenue open to the cadre of Postman / MTS for higher promotion is that Postal Assistants through competitive examinations. The Department opted for revision of syllabus and pattern of examinations and the Staff Side too agreed to it. It was told to us that the revision of syllabus and pattern of examinations would go a long way to help more candidates get through the examination to avoid many vacancies go unfilled after every examination. It took a long time for finalising the syllabus and new method of examination introduced for LGO exam. However it is found that contrary to what was told by the Department the examinations of LGOs as well as the examinations from GDS to Postman and MTS have become so tuff that it has become extremely difficult to answer many questions. Many questions are of such a standard that even IPS Officers may not be able to answer easily. This has led to a situation wherein the candidates could not get through these examinations and a large number of vacancies remain unfilled after the examinations. Both of our unions urge upon you to set up a high level committee of Officers with Staff Side Members in it to review the whole syllabus for suitably modifying it.

(B) Request to conduct special examination for recruitment to the Postman & MTS cadres for the years 2009, 2010, 2011 and 2012:- To avoid recurring vacancies due to leaving of qualified employees of high standard in the background of submission made above, it is requested that - 1. To fill up the vacancies for the years 2009 to 2013 in the Postman and MTS cadre a special examination only for GDS/MTS employees may be conducted. 2. The question paper may be set on the basis of practical and relevant work routinely done by the regular MTS and Postman employees. 3. The work of setting question paper may be got done by a promotee officer who is having practical knowledge of the nature of work being done by the MTS and Postman employees.

(C) Filling up vacant posts with Residual vacancies:- All vacant post of Postmen & Group D/MTS should be filled in within 30th June 2013 as directed by Directorate. There is no chance to fill up vacant posts in due time as no notification has been issued in many circles like A.P. and Assam Circle etc.

5. Improving the Quality of Uniforms and timely supply of all kit items:- The Postman and MTS are called the uniformed staff in the Department of Posts. Unfortunately these cadres who are actually moving among the members of public pose a poor picture to the image of the Department because of the inferior quality of the uniform cloth. Despite the agreement with the All India Unions by the Department that facilitated inclusion of staff side member from the Unions in the purchase committee of uniform cloth to ensure purchase of better quality of cloth,, the problem persists. This cannot be sorted out unless the cost price permitted by the DOPT is enhanced on the face of escalating prices of all commodities including the textiles. The cost price permitted by the DOPT cannot ensure better quality uniform cloth from the market. Added to this are the violations here and there in Circles where the Administration is not sincerely

ensuring inclusion of staff side members in the purchase committee and no protection against ensuring supply of the selected quality of cloth only to the staff. These have to be addressed immediately.

6. Stop Unscientific Measurement of Postmen Beats: The Directorate ordered for rationalizing of Postman beats after hearing our complaints that Postman beats are constructed unscientifically with long distances humanly impossible to cover on a day. Many examples like more than 70 Kilometres beats were brought to the notice of the Postman Committee to substantiate our complaints. Based on the discussions the Directorate agreed to issue orders for measuring the beats and rationalising them appropriately. Unfortunately the CHQs of our Unions are receiving complaints from our Circles that re-measuring of beats is being done most unscientifically without using either the cyclo-meters or foot-meters but applying their imaginary calculations. This has complicated the problem more and there is widespread resentment among the Postman staff. Both our Unions urge upon you to issue strict instructions to measure all Postman beats only by using cyclo-meters or foot-meters for the purpose of rationalizing the beats.

7. Cycle Maintenance Allowance to MTS:- The Cycle Maintenance Allowance is paid to all Postman staff without any conditions whereas the MTS Staff who are engaged in letter box clearing or other outside office work excluded from the ambit of CMA. This is unjustified. The MTS Staff also are to be paid CMA without any conditions as like Postman staff. Both our Unions urge upon you to issue necessary orders to pay CMA to all MTS without any conditions.

(a) Revision of Fixed Monetary Compensation (FMC):- This has reference to your office letter No 10-7/2003.P.E.II dated 24th Nov 2010 wherein existing rate on revision has been enhanced for each category except Multi Tasking staff whose rate of remuneration has been reduced @ Rs 60/- per holiday for 4 hours whereas MTS staff was getting @ Rs 63.45 per holiday for 3 hrs on hourly basis @ Rs 21.15 per hour. Protracted correspondence made proved in fructuous. This need to be reviewed for proper justice to the MTS staff.

8. Abolition of Nodal Delivery Centers at all metro cities:- All Nodal delivery centers should be abolished throughout the Country immediately to avoid complication in day-to-day delivery system. (Example-West Bengal Circle, Karnataka Circle, Bangalore, Maharashtra Circle Mumbai GPO).

9. To Stop harassment:- The postman staff being tortured for 100% delivery and in various cases by asking them to work beyond duty hours and many other ways harassment is there it must be stopped.

10. Promotional posts of Postmen Cadre:- The posts of Mail Overseer, Cash Overseer, Head Postman and Sorting Postman should be considered as promotional posts for Postmen cadre and an additional increment or some allowance should be granted for performance duties on such posts. Seniority criteria of postmen should be taken in view while deploying on these posts.

Programme of Action:- The AIPEU Postman and MTS / Group 'D' and the NUPE Postman and MTS both while urge upon you for a speedy redressal of the above urgent issues, have decided to focus attention on all these issues by launching unitedly a nationwide Programme of Action as follows-

1. **Work Spot Demonstrations:-** During lunch hour or evening hours in all divisions to highlight the sectional demands of the P4 from 20th to 22nd June, 2013.
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4. **Delivery of Mail wearing Half Pant & Vest (Male PM) and without uniform by Female Postmen:-** Postmen (Male) and Postmen (Female) will deliver mail on 23rd and 24th July 2013 by wearing Half Pant and Vest (Male Postmen) and without wearing uniform in case of female postmen to protest against substandard and irregular supply of uniform and other kit items.
5. **Mass Hunger Fast in front of Dak Bhawan:-** Including all CWC Members and submission of Strike Notice to the Secretary Department of Posts on 20th August 2013.
6. **Indefinite Strike from 16th September, 2013:-** Both our Unions are still confident that the Secretary Department of Posts would intervene personally to restore normalcy and tranquillity at the earliest by causing orders for the redressal of the burning issues of Postmen and MTS.

Thanking you,

Yours faithfully,

Sd/-
[T.N.Rahate]
General Secretary
NUPE P4

Sd/-
[Ishwar Singh Dabas]
General Secretary
AIPEU P4

Postal JCA

Postal JCA submitted Memorandum to Secretary (P), Department of Post

MEMORANDUM SUBMITTED BY THE POSTAL JOINT COUNCIL OF ACTION (NFPE & FNPO) TO SECRETARY DEPARTMENT OF POSTS, NEW DELHI ON 01.10.2012

The meeting of the Postal Joint Council of Action (PJCA) comprising Secretary General and General Secretaries of the National Federation of Postal Employees (NFPE) and the Federation of National Postal Organisations (FNPO) held at New Dehli on 01.10.2012 registers with severe concern on the protracted delay and also the lethargic attitude and highly deplorable attitude of the Postal Board in implementing the assurances made repeatedly to the Staff Side on the following issues on numerous occasions thereby causing large scale resentment among the Postal and RMS employees including Gramin Dak Sevaks and Casual, Part-time contingent employees. This meeting further resolves to revive the agitational programme of the JCA including Hunger fast and indefinite strike (which was postponed based on the written assurances of the Secretary, Department of Posts) in the event of the Administration fails to implement the assurances before 25.10.2012

1. Holding of Departmental Council (JCM) meeting and periodical meetings

In the meeting held on 12.01.2012 with the Staff Side, it was assured to hold the Departmental Council (JCM) and periodical meetings timely. After the last JCM (DC) meeting held on 10.2.2012, there is no meeting held so far in spite of the fact that Cabinet Secretary, who is also the chairman of the National Council JCM has informed the Staff side that strong and clear instructions had been issued to all the Secretaries of all the Departments to ensure prompt holding of Departmental Council meetings.

in the National Anomaly Committee meeting held on 17.7.2012 under the chairmanship of Sri. P. K. Misra, Secretary,, DOP&T, the Staff Side has pointed out the non-functioning of the Departmental Council and the Chairman assured that all the Departments will be appropriately advised to revive the Departmental Council functioning, as per the JCM scheme.

Further, periodical meetings with the unions have also not been held eventhough a letter calling for submission of items for the periodical meeting was received by the Federations in the month of May 2012. (No. 02804/2012-SR dated 30.05.2012) and the unions affiliated to the Federations have already submitted the items for discussion. By this indifferent act, the Department has not only violated the written assurance accorded to the Staff Side but also defeated the spirit of collective

bargaining. It seems that the Postal Board wants to avoid meetings with the Staff side on one pretext or the other. For creating compulsions to the administration to hold discussion on staff problem, every time, staff side is forced to resort to agitational programme.

A list of pending JCM Departmental Council Items will be furnished separately.

2. Immediate finalization of cadre restructuring:

After the marathon discussions on all the problems put forth in the strike charter by the Secretary, Department of Posts to the staff side in the minutes of the discussion held on 10.01.2012& 12.1.2012 it is stated interalia;

"As recorded in the minutes of the meeting held on 27.12.2011, the proposal is under consideration of a committee under the chairpersonship of DDG (P). The Staff side expressed their concern about the undue delay in finalisation of the proposal on which the chairperson desired finalisation of this process by 31st March 2012. **It was assured that the timelines would be adhered to.** As regards restructuring of Postal Accounts officials, it was informed that the proposal was cleared by JS&FA and stands referred to the Secretary (Posts). It was also decided to have a separate Committee under the chairpersonship of Ms. Sandhya Rani, PMG (BD) Andhra Pradesh to consider Cadre restructuring of MMS Staff. The Committee will submit its report within three months from the date of formation."

Again in the Minutes of the discussions held by the Staff side on 21.05.2012, it is further assured as follows:

"It was decided to formulate a proposal by 30th June 2012 for further examination in consultations with the nodal ministries" Regarding cadre restructuring of Postal Accounts it was assured that the matter will be perused further with Postal Accounts wing and Establishment division and the PJCA will be kept apprised of the progress in this regard".

In spite of the above clear-cut assurances made by the Secretary, Department of Posts, nothing has been stimulated and the process of cadre restructuring is kept in the doldrums for the reasons best known to the administration. The undue and unwarranted delay is causing a concern and also strong resentment in the midst of the employees.

3. Revision of wages of Casual Labourers and their absorption

In the Minutes of the discussion held by the Staff side on 10.01.2012& 12.01.2012, the Secretary (Posts) has assured as follows:

"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 expressed its concern over the delay in the decision regarding the union's request for revised minimum wages w.e.f. 1.1.2006. The matter will be examined on priority."

Again in the minutes of the discussions held on 21.05.2012, it was further assured that- "A comprehensive proposal on the matter of casual labourers will be formulated by 30th June 2012."

In spite of these repeated assurances the payment of pro-rata wages to the low-paid casual labourers w.e.f 1.1.2006 has not taken place causing abundant delay in the payment of minimum wages to those poor employees. In this regard it may be pointed out that in all other departments of Government of India the revised wages was paid in 2009 itself.

4. Issues relating to GraminDakSevaks

The following assurances specified by the Secretary (Posts) are yet to be implemented.

(a) **Enhancement of Bonus ceiling**

In the matter of enhancement of the Bonus ceiling of Gramin Dak Sevaks, it was assured that another attempt will be made to send the case for approval of the Finance Ministry.

(b) **Revision of cash handling norms**

On the issue of withdrawal of upward change in cash handling norms etc., it was decided to be relooked into. Minister of states for Communication has also assured the staff side that needful will be done in this case. A committee under the chairpersonship of DDG (Estt) was also constituted to re-examine the issue.

(c) **Ensuring no reduction of TRCA under any circumstances**

It was assured by Minister of State for Communications that orders for full protection of existing TRCA will be issued. A committee under the chairpersonship of DDG (Estt) was also constituted to submit recommendations in this regard. It is further reported from many circles that huge reduction in the existing TRCA has been ordered by the divisional heads.

(d) **Removal of minimum 50 points condition for GDS Compassionate appointment.**

(e) **Redeployment of mailman posts in new areas, eg: employment in IAP areas.**

(f) **Review of cash conveyance allowance**

(g) **Norms for RPLI.**

(h) **Introductions of Health Scheme**

(i) **Providing norms for cash remittance from BO to AO vice versa**

In the minutes dated 12.07.2010 it was informed that the issue of the Health Scheme has been taken up with the nodal ministries.

Despite many assurances made, not even a single problem has been sorted out resulting growing discontentment among the GDS. The long oppressed cadre is still under the exploitation despite many assurances made by the Secretary and the Minister of State for Communications.

5. Postman, Mailguard and MTS Recruitment Rules

The revised recruitment Rules of Postmen, Mailguard and MTS has become more retrograde than the earlier one, as it denied GDS the following benefits which were earlier availed by them as per the existing recruitment rules.

-
- (a) As per the existing Postmen Recruitment Rules 50% of the Posts are offered for MTS. 25% by Seniority and 25% by examination. The unfilled vacancy allotted to MTS will be offered to GDS on merit quota. But as per the revised recruitment Rules, 25% Seniority quota promotion has been removed and entire 50% MTS quota will be filled up through examination. Further the unfilled MTS quota vacancy **will not be given to GDS** on merit quota but will be offered for open quota recruitment. Most of the MTS are not willing to avail promotion as postmen and the majority of the MTS quota vacancies remain unfilled. Those vacancies were earlier offered to GDS. Now they are deprived of their fair chance.
- (b) Over and above the open quota recruitment which was included in the Postmen Recruitment Rules, again 25% quota recruitment was included in the MTS Recruitment Rules also; thereby again reducing the chances of promotion of GDS. Further 25% seniority quota promotion in MTS promotion for GDS is also removed.

The Staff side has repeatedly demanding for earmarking of the entire vacancies (including unfilled MTS Quota vacancy) in the Postmen cadre to GDS and the administration has also agreed for it. But the revised recruitment rules have become more retrograde. It is a breach of trust.

6. Issuing orders on the items finalised by the Postmen committee and also follow up action on certain items to be referred to work study unit

Follow up action on certain recommendation of the Postmen Committee is yet to be completed i.e. maximum beat length, unscientific resorting to single Postman beats, Double duty, correction in the definition of congested area etc.

7. Problem of Postmaster Cadre officials

- (a) Allowing the Postmaster Cadre officials to appear for IPO/PSS Group B examination.
- (b) Orders permitting the Postmaster Cadre officials to officiate in HSG-I Vacancy.
- (c) Permitting Postmasters Cadre officials to decline promotion after issuing the posting order but before joining the post.

In the minutes of the discussion held on 21.05.2012 the Secretary (Posts) has assured as follows on the above items.

"The issue was discussed at length and it was decided to review it after some time keeping in view the merits and demerits of the proposal as well as the response of the officials opting for Postmaster Cadre,"

The minutes did not reflect the real spirit of discussions as it was assured to consider favourably the above items after a long discussion. However, now three months are over; it is high time to review the above cases and settle favourably. The entire Postmaster cadre officials are totally frustrated and disappointed due to the negative attitude of the administration towards them.

8. Problems of System Administrators

In the minutes of the Departmental Council JCM Standing Committee dated 02.02.2012 (communicated in letter dated 06.06.2012) for the 15 items pertaining to SAs including creation of a separate cadre, it is furnished as follows.

"The issue is under the consideration of the cadre restructuring committee constituted under the chairmanship of DDG (P) vide Department's office memo no. 01/04/2010-SR dated 05.05.2011"

Finalisation of the proposals by the cadre restructuring committee is being delayed abnormally. Further all the remaining items other than creation of separate cadre mentioned in the JCM item need not be delayed till the finalisation of the cadre restructuring. There is large scale resentment among the system Administrators.

9. Implementation of L1, L2 System for first class mails

In the minutes of the meeting held on 21.05.2012, the Secretary (Posts) has assured that - "Further discussions in the regard to be held with Member (Operations) on 29.05.2012 A/N." But till this day no formal meeting was held with Member (O).

10. MACP related issues

Recently the DOP&T has published FAQ on MACP. To a pointed question it is clarified as follows; Question No. 2 - **From which date MACP is effective?**

Reply - MACP is effective w.e.f. 1.9.2008 or on completion of 10, 20, 30 years of continuous regular service. **Financial upgradation will also be admissible whenever a person has spent 10 years continuously in the same grade pay.** (Para-9 of OM No. dated 19.05.2009).

From the above clarification it is clear that an official who is promoted from the postmen post to PA cadre is eligible for 1st, 2nd and 3rd MACP in the PA cadre on completion of 10, 20 and 30 years' service in the PA cadre and the official who is promoted from Group 'D' to postmen and then from postmen to PA is eligible for 1st, 2nd and 3rd MACP on completion of 10, 20, 30 years of service in the PA cadre. Necessary clarification in this regard may be issued to all concerned.

In this regard the Jodhpur Bench of the CAT has also issued an unambiguous order quoting the Supreme Court Judgments. It is high time that the Department honour the above CAT judgment and DOP&T clarifications.

We earnestly hope that the Administration shall come forward for a negotiated early settlement of the above ending items without forcing the staff side to agitational path, so that the peace and tranquility in the Department of Post will be maintained.

A line in reply from your end will be highly appreciated.

Yours faithfully

Sd/-

M. KRISHNAN
Secretary General, NFPE

Sd/-

D. THEAGARAJAN
Secretary General, FNPO

**MINUTES OF THE MEETING DATED 21.05.2012
TAKEN BY SECRETARY (POSTS) WITH POSTAL JOINT
COUNCIL OF ACTION (PJCA) COMPRISING OF
NFPE, FNPO AND ITS AFFILIATED ASSOCIATIONS.**

Subject:- Minutes of the meeting taken by Secretary (P) with Postal Joint Council of Action on 21.05.2012 at 11 hrs. in Dak Bhawan.

D.G. Posts No. 8/15/2011-SR (ATR) Dated: - th May, 2012

Please find enclosed minutes of the meeting taken by Secretary (P) with Postal Joint Council of Action on 21.05.2012 at 11 hrs. in Dak Bhawan.

2. It is requested to take necessary follow up action urgently under intimation to SR Section.

Sd/-

(Subhash Chander)

Director (SR & Legal)

To

1. CGM (PLI)/ CGM(BD&M)/ CGM (MB & O)/ DDG(Estt.)/ DDG(P)/ DDG(RB)/ DDG(E&MM)/ DDG(FS)/ DDG(PAF)/ DDG(R&P)/ CE(Civil)
2. PPS to Secretary (Posts) / Sr.PPS/PPS to Member (P)/ Member(O)/ Member(Plg.)/ Member(Tech.)/ JSFA
3. Shri M. Krishnan, Secretary General, NFPE
4. Shri D. Theagarajan, Secretary General, FNPO
5. General Secretaries of the Unions constituent to the PJCA

**MINUTES OF THE MEETING DATED 21.05.2012 TAKEN BY
SECRETARY (POSTS) WITH POSTAL JOINT COUNCIL OF
ACTION (PJCA) COMPRISING OF NFPE, FNPO AND
ITS AFFILIATED ASSOCIATIONS.**

Secretary (Posts) took a meeting with PJCA on 21.05.2012 to take stock of the follow up action in regard to the discussions held in the meetings dated 10.01.2012 and 12.01.2012.

The gist of discussions, ad seriatim, is as follows:

1. **Separate orders communicating the decision that no mail office will be closed for next three years and no dislocation of staff to places outside headquarters.**
Instructions issued vide letter No.28-8/2011-D dated 14.05.2012. Further discussions in this regard to be held with Member (Operations) on 29.05.2012 (AN).
2. **Orders communicating the decisions about no closure/merger of post offices if no simultaneous relocation is possible.**
As discussed, a copy of the instructions issued vide letter No.40-6/2011-Plg (A) dated 21.2.2012 has been made available to PJCA.
3. **Revision of wages of casual labourers and absorption.**
A comprehensive proposal in the matter of casual labourers will be formulated by 30th June 2012.
4. **Revised recruitment rules for group-D & postman as agreed and syllabus for group-D examination (25% from GDS) & Postmen/Mailguard.**
Revised rules of recruitment for group-D and Postmen will be notified shortly.
5. **Revision of cash handling norms to GDS & ensuring no reduction of TRCA under any circumstances and enhancing the Bonus ceiling to 3500/- & revise the cash allowance to BPM at the rate of Rs.50/- per trip instead of month.**
The issue regarding non reduction of TRCA is under active consideration of the Department. The issue of bonus ceiling in respect of GDS has not found favour with the Ministry of Finance. The revision of cash allowance of BPM is being processed.
6. **Orders revising the instructions liberalizing the powers to the divisional heads instead of circle heads in case of tenure posting to C and B class offices.**
The order will be issued shortly.
7. **Reiteration of earlier instructions on the grant of special pay to unqualified Accountants & Counting of Special Allowance for pay fixation without filing SLP against Bangalore High Court judgment.**
In the wake of advice of the Ministry of Finance, Department of Expenditure, there is no alternative but to file an SLP in the Apex Court.

8. Circulation of clarification given to Punjab Circle to the remaining circles also in respect of protection of pay of defunct PO & RMS Accountants.

The Integrated Finance Wing (IFW) has sought some further inputs on the issue and action is being taken thereon. Once it is cleared by the IFW, it will be circulates to all heads of circles.

9. Orders on forcible allotment of staff quarters to the town SOs SPMs as post attached quarters.

Instructions have been issued vide letter No.18-9/2010-Bldg. dated 10.5.2012.

10. Non supply of balance statement of NPS to the official as on 31.3.2012.

The PJCA was informed that the statement of transactions of the subscriber for the period from 1.4.2010 to 30.6.2011 had already been dispatched to the subscribers in the form approved by PFRDA by NSDL, Mumbai vide letter dated 19.9.2011 and information in this regard was sent to all Directors of Accounts (Postal) vide letter dated 18.11.2011. The contention of the PJCA was that no such statement was received by the subscribers till date. The matter will be checked up with Postal Accounts Wing again and further clarification in this regard will be sent to the PJCA shortly.

11. Enhancement of financial powers to LSG, HSG II and HSG I.

The proposal is under examination in consultation with the Integrated Finance Wing.

12. Enhancing the honorarium of invigilators engaged in departmental examinations.

The rates for honorarium for invigilators were revised vide letter dated 26.4.2011.

13. Allowing the physically handicapped candidates for appearing in IPO examinations.

The issue is under active consideration in consultation with the Ministry of Social Justice and Empowerment.

14. Orders on drawal of Cash handling allowance to Treasurers, Accountants irrespective of their position in MACP.

The PJCA was informed that a reference in this regard had been made to the Department of Personnel and Training. However, their contention was that it being a case of financial upgradation, the proposal should not have been referred to the DOPT. The position will be checked up for further course of action.

15. Finalisation of cadre review proposals before 31.3.2012.

It was decided to formulate a proposal by 30th June 2012 for further examination in consultation with the nodal ministries.

16. Payment of incentive instead of honorarium for attending the PLI/RPLI work at divisional offices after decentralization.

The issue of payment of incentive is under process and PLI Directorate is being asked to get it expedited.

17. Orders for repatriation of officials deputed for PLI/RPLI work to CO/RO to their home divisions.

Suitable instructions in this regard have already been issued to heads of circles. However, the view point of the PJCA was that instead of only forwarding the minutes of the meeting, the PLI Directorate should have issued detailed instructions clearly spelling out the course of action to be taken by the heads of circles in this regard as well as in regard to decentralization of PLI, RPLI work. PLI Dte. will be asked to do the needful.

18. Allowing the Postmaster's cadre officials to appear for IPO/PSS Group-B examination.

The issue was discussed at length and it was decided to review it after some time keeping in view the merits and demerits of the proposal as well as the response of the officials opting for Postmasters cadre.

19. Orders permitting the Postmaster cadre officials to officiate in HSG-I vacancies.

The issue was discussed at length and it was decided to review it after some time keeping in view the merits and demerits of the proposal as well as the response of the officials opting for Postmasters cadre.

20. D.O letter from Member (P) to all circle heads to fill up all posts of Sorting Postmen, Mail Overseer, Cash Overseer & Head Postmen.

Instructions were issued vide Member (P)'s D.O. letter No. 37-4/2012/SPB-I dated 19.4.2012.

21. Allowing MTS to decline promotion to postmen cadre under seniority quota without losing MACP promotion.

Suitable instructions in this regard will be issued shortly.

22. Reiteration of instruction for rotational transfer for SBCO staff by notifying cluster of divisions.

Instructions issued vide letter No. 141-91/2012-SPB-II dated 2.4.2012.

23. Issue instructions to all for ensuring filling up of all sanctioned LR posts.

It was decided to examine the matter in consultation with all heads of circles with an idea to have a clear picture of sanctioned LR posts, in the first instance.

24. Prompt grant of child care leave - issue of instructions.

Instructions reiterated vide letter No. 51-3/2011/SPB-2 dated 10.5.2012.

25. Clarifications to be issued on MACP as agreed upon on the following:

- (i) MACP will not be deferred on the ground of contemplated disciplinary/vigilance proceedings.
- (ii) Instructions on review of ACRs/APARs by scrutiny committees.
- (iii) Recovery orders by DA(P) in the matter of pay fixation on MACP in case of MTS.
- (iv) Cases relating to declining promotion prior to issue of MACP order (prior to 2009).
Suitable instructions regarding (i) above are under issue. Instructions regarding (ii) have

already been issued. The issues raised at serial number (iii) (iv) are under examination. The PJCA requested for issue of an early order in respect of cases where the officials declined promotion prior to issue of MACP order in 2009.

26. Issuing clear instructions to all CPMGs that in the city areas where RO/COs are situated decentralization of RPLI/PLI should not be done to city Postal Divisions, instead the work will be done by RO/CO staff as done before.

The PLI Directorate will be asked to issue detailed instructions in the matter of decentralization of PLI/RPLI instead of merely forwarding the minutes of the meeting.

27. Issuing orders on the items finalized by the Postmen committee and also follow up action on certain items to be referred to work study unit.

A committee constituted to consider the issues relating to Postmen has already submitted the report. The recommendations of the committee are under process.

28. Cadre-structuring and settlement of Group-D and Sorter anomaly issues relating to Postal Accounts.

The matter will be pursued further with Postal Accounts Wing and Establishment Division and the PJCA will be kept apprised of the progress in this regard.

29. Follow up action on civil wing employees issues.

The recruitment rules are presently pending with Ministry of Law and Justice. Will be notified immediately after it is cleared and further action to fill up the posts will be taken.

30. Examination of CRC & EPP norms.

It was decided to have a meeting with Member (Operations) on 29.5.2012 (AN) to discuss the norms.

Before concluding the deliberations, Secretary (Posts) brought to the notice of the PJCA about the serious problem which Department is facing in the form of abstraction of articles from Postal parcels and regarding delayed dispatch, mis-sorting & delivery of Speed Post articles. The PJCA was informed that lot of complaints have come from Hon'ble Members of Parliament also through news papers alleging abstraction of articles by Postal employees which is adversely affecting the image of the Department, besides affecting parcel post traffic. Secretary (Posts) desired all members of PJCA may advise the employees of the Department to desist from adopting such anti departmental activities, which are detrimental to both the Department as well as its employees during course of their meetings/conferences and consultations etc.

The meeting ended with vote of thanks to the Chair.

**MINUTES OF DISCUSSION ON 02.08.2013
under the Chairmanship of Member (P)
POSTMEN DEMANDS**

No.08/11/2013-SR
Government of India
Ministry of Communications & IT
Department of Posts
(S.R. Section)

Dak Bhavan, Sansad Marg
New Delhi dated the 16th August, 2013

Subject : Minutes of the Meeting with PJCA Members held on 02/08/2013 under the chairmanship of Member (P) to discuss one of the issues viz., postmen committee recommendations.

Kindly find enclosed the minutes of the above meeting for information and necessary action at your end.

Sd/-
(Arun Malik)
Director (SR & Legal)

Official Side:

1. Shri S.K. Sinha, CGM (MB&O)
2. Shri Anil Kumar, DDG (Estt)
3. Shri V.P. Singh, DDG (P)
4. Shri V.K. Tiwary, DDG (R& P)
5. Shri V.C. Kajla, Consultant.

Staff Side:

1. Shri M. Krishnan, Secretary General, NFPE
2. Shri D. Theagarajan, Secretary General, FNPO
3. Shri I. S. Dabas, General Secretary, AIPEU Postmen & MTS / Group 'D'
4. Shri T.N. Rahate, General Secretary, NUPE Postmen & MTS

Copy for information to:-
PPS to Member (P)

**Minutes Of The Meeting with PJCA Members held on 02/08/2013
under the chairmanship of Member (P) to discuss one of
the issues viz., postmen committee recommendations**

The above meeting was held on 02/08/2013 in the Committee Room, Dak Bhavan at 14.30 hrs. under the chairmanship of Member (P) to consider the memorandum dated 07/06/2013, submitted by the All India Postal Employees Union Postmen & MTS / Group 'D' and National Union of Postal Employees Postmen and MTS.

Following were present:-

Official Side:

1. Shri S. Sarkar, Member (P) - in Chair
2. Shri S.K. Sinha, CGM (MB&O)
3. Shri Anil Kumar, DDG (Estt)
4. Shri V.P. Singh, DDG (P)
5. Shri V.K. Tiwary, DDG (R & P)
6. Shri Arun Malik, Director (SR)
7. Shri V.C. Kajla, Consultant.

Staff Side:

1. Shri M. Krishnan, Secretary General, NFPE
2. Shri D. Theagarajan, Secretary General, FNPO
3. Shri I. S. Dabas, General Secretary, AIPEU Postmen & MTS / Group 'D'
4. Shri T.N. Rahate, General Secretary, NUPE Postmen & MTS

After deliberations following agreements were arrived at:-

Sl. No.	Agenda Item	Decisions taken
1.	Postmen Committee Recommendation not Implemented	
(a)	Extraction of data entry work from Postman: Suitable instructions / Orders to all the Circles are to be issued by 30/04/2012; nothing has been done so far. An early issue of orders is required to implement them.	Heads of Circles have been requested to impart training to the postmen who are unable to perform data entry work on computers. It has been agreed to accord time factor for data entry work using same norms presently used for calculating work- load of Postal Assistant, in case work is being done by postman.

(b)	Revision of postmen norms: Postmen norms issued by the Department are very old. The decision taken in the committee are not convincing. As such it is suggested that formation of fresh Internal Work Study Unit with one / two staff side members to review all work performed by postmen staff with door to door measurement of beats was requested. Internal Work Study Unit for this job is to be ordered by the Directorate as the same does not come under the jurisdiction of the Committee.	The norms were formulated after intensive scientific work study by the IWSU of the Department in 2008. Since five years have already elapsed, a study by departmental officials or by a third party may be conducted to review the postmen's norms keeping in view that IWS Unit no longer exists.
(c)	Change in procedure for payment of Speed Post delivery incentive: At present the procedure for payment of incentive is very lengthy. Nobody prepares bills. In case the bills are prepared they remain under verification of PRI/SDI/ASP then go to sanction to the Divisional Head. After sanction of bills from Divisional Head to DDOs for payment. Then bills are to be prepared DDOs for payment office wise. It is suggested that module for payment of Speed Post Incentive in the computer software be installed and give powers of payment to the concerned postmaster on weekly/monthly. After payment the concerned vouchers be sent to the DDOs for accounting purpose.	The software for generation of Postman incentive bills is being developed by the CSI partner under the IT Project. Meanwhile it has been decided to issue instructions to all circles that incentive bills may be cleared on monthly basis till the software is developed.
(d)	Combination of beat: It was decided in the above meeting that limit of combination of beat in the post office having 4+ strength will be removed since it adversely affects the delivery efficiency. But orders on this item are yet to be issued by the Directorate. This needs to be done at the earliest.	Staff side was informed that orders have already been issued in this regard. A photocopy of the order No.10-7/2001-P.E.II dated 02/09/2006 is enclosed for needful.
(e)	Delivery of Heavy parcels and EPP articles: It was pointed out by the staff side that Postman faces difficulty in delivery of registered parcels weighing more than 5 Kgs each and EPP articles of 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 delivery EPP articles should be fixed or the rates of coolie charges fixed in the past should be revised for efficient delivery of the registered parcel. It was decided that the Directorate will consider reiterating	Staff side was informed that New Parcel Division is examining this issue. The proposal to revise the coolie charges will also be examined by the Parcel Division.

	the instructions on coolie charges to all the Circles so that the delivery of heavy parcels is not adversely affected. Whether coolie charges pertaining to heavy parcels have been enhanced due to high prices. As regards EPP parcels, whether mode of conveyance with rate of each mode have been decided by the Directorate.	
(f)	Corrigendum on density of population: The staff side drew attention of the committee to the note of Sl.8 in the Directorate letter No.9-1/2005-WSI/PE.I dated 05/02/2010 which stipulates that area having a density of population 2500 per Sq. KM may be taken as congested area "and pointed out that the same has incorrectly been printed as it should refer to 2500 per sq. Mile instead of 2500 per sq. kilometer. They quoted a clarification received from PTC, Mysore which has cited Directorate letter dated 19/02/1976 indicating establishment norms for Postmen and defining congested area or having a density of population of 2500 sq. per 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.	The staff side was informed that there is no typographical error. The definition of the congested area as 2500 per square kms. is correct.
(g)	Creating of justified additional posts: In this connection while implementing the 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 01/03/2012 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 and the issue pertains to creation / re-deployment of Posts which is basically a policy issue. However, the staff side mentioned that Postmen were not able to write correct remarks for non-delivery of article 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. Result on examination has not been communicated so far in this regard.	Circles have been requested to review the Post Office Establishments. On receipt of reports from all the Circles, the justification, if any, of the additional posts will be examined in consultation with Ministry of Finance.

2.	<p>Cadre Restructuring of Postman an MTS: The first and foremost issue on which a bias against the Postman is clearly visible is that of cadre restructuring for this cadre. The Department through conceded to form a Cadre Restructuring Committee during the strike negotiations with the Postal Joint Council of Action had issued orders omitting the cadre of Postman and MTS from the ambit of cadre restructuring. This shows the mind-set of the Department on the important issue of cadre restructuring of Postman and MTS cadre. The stand of the Postal Directorate was against the direction of the Official Side in the National Anomaly Committee that every department shall go into the issue of cadre restructuring for boosting the promotional avenues of employees rather than depending too much on the MACP Scheme for that purpose. It is a known fact that the cadres of Postman and MTS have no in-situ promotion in their cadre except the promotion to the cadre of Postal Assistant through a competitive examination. Every other cadre other than the cadres of Postman and MTS have their own hierarchical promotions in their own cadre and this discrimination cannot be ended without a proper cadre restructuring in place for the Postman and MTS cadre. Even the flimsy promotion for the cadre of Postman earlier to the introduction of TBOP / BCR like Head Postman, sorting Postman etc., have disappeared from the scene and as on date no promotion in the cadre is available to both these cadres. Unfortunately, the Department of Posts not only not in a position to appreciate our contention as well as the proposal for cadre restructuring based on percentage basis as available to all cadres in the Department of Railways but no inclined to consider any cadre restructuring proposal to these cadres. The absence of any promotion to them in their own cadre leaves them total frustrated and takes away any incentive to perform better to the services. This has to be properly appreciated and attended to by the Postal Directorate in the absence of Cadre Restructuring Committee failed to find out any alternate proposals to 'our proposal based on percentage.'</p>	<p>Cadre Restructuring Committee headed by the then DDG (P), Shri Salim Haque had been given this mandate and issue will be decided after finalization of the Committee report.</p>
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3. (A)	<p>Door to Door Scientific Measurement of Beats: (A)-</p> <p>At present the door to door beat measurement system adopted by the department is not only unsatisfactory but also incorrect one as neither scientific device like foot meter nor cyclo meter is used to assess the actual length of beat. The measurement of beats is generally done while sitting on the table by guess work only. Moreover the workload of mail delivery and number of houses to be visited during duty of eight hours has no where been laid down causing extreme harassment to postmen staff. It is demanded that the number of houses to be visited and number of articles to be delivered should be laid down in the interest of delivery efficiency and rationalization of workload of postmen staff as well.</p> <p>The Directorate ordered for rationalizing of Postman beats after hearing our complaints that Postman beats are constructed unscientifically with long distances humanly impossible to cover on a day. Many examples like more than 70 kilometers beats were brought to the notice of the Postman Committee to substantiate our complaints. Based on the discussions the Directorate agreed to issue orders for measuring the beats and rationalizing them appropriately. Unfortunately the CHQs of our Unions are receiving complaints from our Circles that re-measuring of beats is being done most unscientifically without using either the cyclo-meters or foot-meters but applying their imaginary calculations. This has complicated the problem more and there is wide spread resentment among the Postman staff. Both our unions urge upon you to issue strict instructions to measure all Postman beats only by using cyclo-meters or foot-meters for the purpose of rationalizing the beats.</p>	Same as 1 (b) above.
(B)	<p>To fix the meeting of Committee for Modification in Order No. 31-38/79-PE-I dt. 22-5-1979:- The Committee Constituted for examination of Modification in Departmental Order No. 31-38/79-PE-I dt. 23-5-1979 in R/O footwork of the Postman from door to door walk in R/O Item DO 4 of Periodical Meeting held on 29-11-2012 and Departmental Council Meeting on 28-12-2012.</p>	As in 1 (b) above.

4. (A)	Revision of Syllabus to Departmental Examinations	A committee has been constituted under chairmanship of DDG (R&P) to examine the contents of question papers set by various circles with reference to syllabus prescribed and submit a detailed report.
(B)	Request to conduct special examination for recruitment to the Postman & MTS cadres for the years 2009, 2010, 2011 and 2012 : To avoid recurring vacancies due to leaving of qualified employees of high standard in the background of submission made above, it is requested that - 1. To fill up the vacancies for the years 2009 to 2013 in the Postman and MTS cadre a special examination only for GDS/MTS employees may be conducted. 2. The question paper may be set on the basis of practical and relevant work routinely done by the regular MTS and Postman employees. 3. The work of setting question paper may be got done by a promotee officer who is having practical knowledge of the nature of work being done by the MTS and Postman employees.	
(C)	Filling up vacant posts with Residual vacancies:- All vacant post of Postmen & Group D/MTS should be filled in within 30th June 2013 as directed by Directorate. There is no chance to fill up vacant posts in due time as no notification has been issued in many circles like A.P. and Assam Circle etc.	Necessary action has been initiated in circles. It was decided that the orders to fill up the vacant posts will be reiterated to the circles.
5.	Improving the Quality of Uniforms and timely supply of all kit items:- The Postman and MTS are called the uniformed staff in the Department of Posts. Unfortunately these cadres who are actually moving among the members of public pose a poor picture to the image of the Department because of the inferior quality of the uniform cloth. Despite the agreement with the All India Unions by the Department that facilitated inclusion of staff side member from the Unions in the purchase committee of uniform cloth to ensure purchase of better quality of cloth,, the problem persists. This cannot be sorted out unless the cost price permitted by the DOPT is enhanced on the face of escalating prices of all commodities including the textiles. The cost price permitted by the DOPT cannot ensure better quality uniform cloth from the market. Added	This item will be discussed in the JCM Standing Committee meeting to be held on 23/08/2013.

	to this are the violations here and there in Circles where the Administration is not sincerely ensuring inclusion of staff side members in the purchase committee and no protection against ensuring supply of the selected quality of cloth only to the staff. These have to be addressed immediately.	
6.	Stop Unscientific Measurement of Postmen Beats: The Directorate ordered for rationalizing of Postman beats after hearing our complaints that Postman beats are constructed unscientifically with long distances humanly impossible to cover on a day. Many examples like more than 70 Kilometres beats were brought to the notice of the Postman Committee to substantiate our complaints. Based on the discussions the Directorate agreed to issue orders for measuring the beats and rationalizing them appropriately. Unfortunately the CHQs of our Unions are receiving complaints from our Circles that re-measuring of beats is being done most unscientifically without using either the cyclo-meters or foot-meters but applying their imaginary calculations. This has complicated the problem more and there is widespread resentment among the Postman staff. Both our Unions urge upon you to issue strict instructions to measure all Postman beats only by using cyclo-meters or foot-meters for the purpose of rationalizing the beats.	Same as 1 (b) above.
7.	Cycle Maintenance Allowance to MTS:- The Cycle Maintenance Allowance is paid to all Postman staff without any conditions whereas the MTS Staff who are engaged in letter box clearing or other outside office work excluded from the ambit of CMA. This is unjustified. The MTS Staff also are to be paid CMA without any conditions as like Postman staff. Both our Unions urge upon you to issue necessary orders to pay CMA to all MTS without any conditions.	The Postman's duty involves daily visit to deliver letters in his beat and hence if he is using cycle the allowance is admissible. Since different persons, depending on availability of persons, are used for letter box clearances, the allowance cannot be given to any specific official. Further, in many Post Offices one or two bicycles are generally kept. That can be used for clearing Letter Boxes. The proposal that MTS staff be paid CMA without any condition like Postman staff is thus not acceptable.

(a)	Revision of Fixed Monetary Compensation (FMC):- This has reference to your office letter No 10-7/2003.P.E.II dated 24th Nov 2010 wherein existing rate on revision has been enhanced for each category except Multi Tasking staff whose rate of remuneration has been reduced @ Rs 60/- per holiday for 4 hours whereas MTS staff was getting @ Rs 63.45 per holiday for 3 hrs on hourly basis @ Rs 21.15 per hour. Protracted correspondence made proved in fructuous. This need to be reviewed for proper justice to the MTS staff.	The staff side was informed that the matter is under examination in consultation with IFW.
8.	Abolition of Nodal Delivery Centers at all metro cities:- All Nodal delivery centers should be abolished throughout the Country immediately to avoid complication in day-to-day delivery system. (Example- West Bengal Circle, Karnataka Circle, Bangalore, Maharashtra Circle Mumbai GPO).	The staff side was asked to furnish the specific cases with details of the complications due to creation of Nodal Delivery Centres. Department's view is that Nodal Delivery is functioning smoothly in such centres.
9.	To Stop harassment:- The postman staff being tortured for 100% delivery and in various cases by asking them to work beyond duty hours and many other ways harassment is there it must be stopped.	
10.	Promotional posts of Postmen Cadre: The posts of Mail Overseer, Cash Overseer, Head Postman and Sorting Postman should be considered as promotional posts for Postmen cadre and an additional increment or some allowance should be granted for performance duties on such posts. Seniority criteria of postmen should be taken in view while deploying on these posts.	Staff side was asked to furnish specific cases so that this could be taken up with respective circles. This item will be discussed in a meeting decided to be held under the chairmanship of Member (P).

At the end, Director (SR) appealed to the unions to withdraw the proposed Dharana on 20/08/2013 and indefinite strike from 16th September, 2013.

Meeting ended with vote of thanks to the chair.

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/4th CWC/Tirupati/02/2013-14

Date : 01-04-2014

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 **on 1st June and 2nd to 4th June, 2014 at 10.00 am at Akhila Bharatha Bhakta Markandeya Padmasaliya Annasatram, Renugunta Bypass Road, Thiruchanur, Tirupati-517503.**

The following shall be the Agenda.

Agenda

1. Adoption of the Minutes of the last Jabalpur CWC (MP Circle).
2. Approval of the Report on activities for the period from May 2012 to May 2014 for placing in the AIC.
3. Approval of the Audited Accounts for the years 1-4-2012 to 31-3-2013 and 1-4-2013 to 31-3-2014.
4. All matters relating to AIC.
5. Amendments to the Constitution.
6. Resolutions.
7. Any other subject with the permission of the Chair.

Thanking you,

Yours Sincerely



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

Ref. No.: NU/P-IV/4th CWC/Tirupati/02/2013-14

Date : 01-04-2014

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

**Minutes of NUPE P-IV CHQ,
CWC Meeting held at Jabalpur (MP Circle)
on 28th to 30th November, 2013**

CWC meeting was held on **28th to 30th November, 2013 at TTC Rig Road, Jabalpur** (MP Circle) under the Chairmanship of **Shri Jaipal Singh**, V/P and then Shri Solanki, Working President, CHQ.

Shri T.N. Rahate gave introduction regarding CWC, welcomed all the attending representatives and gave details about absence of our Senior Leaders i.e. **Shri B.M. Ghosh**, **Shri D. Theagarajan**, Secretary General and **Shri Gulam Rabbani**, V/P, CHQ.

Shri Rahate proposed the name of **Shri Jaipal Singh for Chairmanship** of this CWC and Shri Kurudigi seconded it.

Then Shri Rahate read out the notice of CWC which was adopted by house and then Agenda items were taken for discussion one by one.

At first for item No. 1 homage to departed souls to (Shri G.K. Padmanabhan and Shri K.R. Ramamurthy's wife and others) house observed 2 minutes silence.

Item No. 2, the index of General Secretary report read out by Shri Rahate and it was approved by house.

CWC adjourned for lunch at 14.30 hours.

Again CWC commenced at 16.00 hours Shri Jaipal Singh was the Chairperson.

Shri Rahate read out the Quota Statement of CHQ Circlewise, **inbetween session Shri Solanki**, Working President, CHQ entered in the hall and took over the Chair of President from Shri Jaipal Singh.

Shri Rahate asked Shri Solanki to remit due quota which is now upto tune of lakhs of rupees. It is unanimously resolved that for remittance of Quota to CHQ and Federation the entire responsibility lies upon with Circle Secretary.

Shri Gangaya, Circle Secretary, Karnataka Circle readout the problems of his Circle and gave a letter to CWC. **Shri Parshuram Gupta**, Circle Secretary, UP addressed CWC described in detail the present struggle position of Lucknow GPO and harassment to the President of Branch.

Shri Ashok Kumar Sharma, Circle Secretary, Bihar spoke on Quota and his poor performance. 'आदमी को हमेशा नीचे देखना चाहिए। संगठन में आदमी को जोड़ने की जरूरत है। उबाल को रोकना चाहिए।' He said how he increased the members in Circle. He formed new branches at Bihar Sharif, Munger and Siwan Division. He further said that if Circle Union work properly then CHQ will not be over burdened, discussed relaxation points and financial position of applicants, **55% vacant posts** of MTS in Bihar Circle, by way of outsourcing malpractice is in full swing at Bihar.

Shri K.S. Lamje, Circle Secretary, Maharashtra spoke on Quota kit items, increase in stitching charges, divide beat, Union CWC activities.

Shri Varma, Circle Secretary, MP Circle spoke and gave details of shortage of funds of all Heads in his Circle, shortage of staff and told 'बोलने की बजाय सुनने की क्षमता होनी आवश्यक है।'

Shri Balbir Singh, officiating Circle Secretary, Punjab discussed about **folding and pasting** of light and water supply bills and delivery of bills through Postman.

Shri Harpal Singh, Divisional Secretary, Jagrullan Division spoke about 25% Quota of MTS to Postman.

Shri Makvana, Dy. Circle Secretary, Gujarat gave details of **97% membership** offer thanks for ready help from General Secretary, GDS appointment, CGIS, Arrow Project, 100% delivery, Non-supply of kit items since **last 6 years** and speed post incentive.

Shri Mathur, Delhi Circle spoke about Delhi Circle MTS problems of **28 kgs packets** of calendar mail, solved then and there only. He discussed Delhi issue and requested to give full devotion towards Union.

Shri Rahate summed up the CWC session of today and CWC was adjourned for next day.

CWC commenced on 30-11-2013. Shri Solanki was in Chair.

Shri Basant Kumar, Dy Circle Secretary, Haryana spoke about Quota to CHQ and FNPO, discussed open market recruitment of Postmen/MTS Cadre due to vacant post, Circle facing difficulty in day-to-day working.

Shri Rahate gave details regarding ensuing **AIC** and asked whether any other Circle is prepared to hold AIC. Shri K.S. Lamje, Maharashtra, Shri Solanki, Gujarat, Shri Ashok Sharma, Delhi spoke on the issue.

Shri Rahate discussed holding of AIC at **MP, Maharashtra, West Bengal** or any other Circle except **Andhra**.

Shri Shafiq Shah, Circle Secretary, J&K spoke regarding postmen double beat, 10.5% sales tax on PLI, shortage of staff, engagement of O/S, GDS Staff not ready to work as O/S due to risk.

Shri Jaipal Singh, Haryana addressed CWC and talked regarding staff and kit items.

Shri Mathur, Deputy General Secretary spoke on the issue of filling of vacant post and intimated that in Delhi Circle process is on.

Shri Kalokhe spoke on behalf of **Shri Sunil Zunjarrao**, AGS, CHQ and praised Shri Rahate for printing report of General Secretary, divide beat rate, CGIS Medical rate, CWC at Divisional Circle and AIC.

Shri K. Mahesh, AGS gave clarification regarding absentee of Circle Secretary, Kerala and offered thanks to Jabalpur Branch for holding CWC.

Shri Kurudigi, AGS discussed vacant post, abolition of post, JCA FNPO/NFPE P-IV, Strike Notice, 7th CPC, single delivery in Karnataka Circle, Computer training to Postman, future India Post, Postal Bank, privatization of Postal Service, PRED Bill, cadre restructuring, nodal delivery, courier service.

Shri Ajmer Singh, CHQ, Office Bearer assured to stop delivery of water and light-bill by Postmen, exam for GDS to Postmen, OTA Medical fund, Nodal delivery.

Shri R.K. Mishra, CHQ O/B discussed recruitment of Postman.

Shri Jagdish Sharma, Finance Secretary addressed CWC and gave Quota position, asked for regular remittance of Quota, **Foreign Service to General Secretary**.

Shri R.N. Awate discussed the issue related to correspondence.

Shri Ram Nivas discussed the working pattern of MTS.

Shri Shrinivas Acharya, Advisory Committee welcomed all participants.

Shri T.N. Rahate, General Secretary addressed CWC and gave details of ensuing AIC at Andhra and if it is not possible then **MP, Maharashtra and West Bengal** should be in readiness to hold the next AIC. Discussed Union agitation of Gujarat and Delhi Circle, talked about Karnataka issue, cooperation to CHQ be Delhi Team. Explained all the issues raised in CWC, recruitment of Postman from open market, remittance of Quota, 7th CPC, MACP, Cadre restructuring and spoke on Agenda items upto 10. After Shri Rahate's speech, Reception Committee garlanded all CHQ O/B.

Shri Solanki, Working President, CHQ addressed CWC and asked for relaxation at par with Railway. Cash payment for kit items after his presidential speech CWC concluded.

- **T.N. Rahate**, General Secretary

नैशनल यूनियन पोस्टमैन ग्रुप 'डी' / एम.टी.एस. सेंट्रल हेडक्वार्टर की केंद्रीय कार्यकारिणी, जबलपुर (म.प्र.) में दिनांक 28 से 30 नवंबर 2013 के बीच संपन्न हुई

रिपोर्ट

तारीख 29 नवंबर 2013 को सुबह 10.30 को श्री जयपाल सिंह की अध्यक्षता में केंद्रीय कार्यकारिणी का गठन हुआ। श्री टी.एन. रहाटे, जनरल सेक्रेटरी महोदय ने सदन के सभी उपस्थित महानुभावों का स्वागत किया एवं सम्माननीय श्री बी.एम. घोष, वरिष्ठ नेता श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO, श्री गुलाम रब्बानी, उपाध्यक्ष, CHQ तथा सर्कल सेक्रेटरी, अध्यक्ष की अनुपस्थिति के विषय में स्पष्टीकरण दिया।

तत्पश्चात् CWC की नोटिस सर्वसम्मति से पारीत हुई तथा एजेंडानुसार सदन की कार्यवाही शुरू हुई।

सर्वप्रथम श्री जी.के. पद्मनाभन और श्री के.आर. राममूर्ति की धर्मपत्नी और सभी दिवंगत व्यक्तियों के प्रति दो मिनट का मौन रखकर **श्रद्धांजलि** दी गई। श्री रहाटे द्वारा प्रस्तुत की गई रिपोर्ट सर्व सम्मति से पारीत की गयी तथा दोपहर के भोजन के लिए सदन स्थगित हुआ।

ठीक दोपहर चार बजे पुनः सदन की कार्यवाही प्रारंभ हुई। श्री रहाटे द्वारा कोटा स्टेटमेंट सदन के सम्मुख प्रस्तुत किया गया। इसी दौरान श्री सोलंकी, कार्यकारी अध्यक्ष, CHQ का गुजरात से सदन में आगमन हुआ। उनका सदन ने तालियों कि गड़गड़ाहट से स्वागत किया। श्री सोलंकी द्वारा अध्यक्ष का पदभार श्री जयपाल सिंह द्वारा ग्रहण करने के उपरांत फिर से सदन की कार्यवाही शुरू की गयी। श्री रहाटेजी ने श्री सोलंकी को कोटा बकाया जो लाखों रुपये की तादाद में बकाया है तुरंत CHQ को जमा करने के लिए चेतावनी दी।

सदन ने सर्व सम्मति से प्रस्ताव पारीत किया जिसमें चंदे का भुगतान CHQ तथा फेडरेशन को देने के लिए संबंधित सर्कल सेक्रेटरी को जिम्मेदार किया गया।

श्री गंगय्या, सर्कल सेक्रेटरी ने उनके सर्कल के विभिन्न मसलों पर CWC को लिखी चिट्ठी को पढ़कर सुनाया और वह पत्र श्री रहाटेजी को सुपुर्द किया।

श्री परशुराम गुप्ता, सर्कल सेक्रेटरी, यू.पी. ने सदन को संबोधित किया तथा लखनऊ जी.पी.ओ. में संगठ के अध्यक्ष महोदय को हो रही प्रताड़ना की जानकारी दी।

श्री अशोक कुमार शर्मा, सर्कल सेक्रेटरी, बिहार ने अपने संबोधन में बिहार में संगठन की स्थिति की जानकारी दी तथा बिहार शरीफ, मुर्गेर तथा सिवान में शाखा स्थापना की जानकारी दी। उन्होंने आगे कहा कि आदमी को हमेशा नीचे देखना चाहिए। संगठन में आदमी को जोड़ने की जरूरत है। उबाल को रोकना चाहिए। पुनरावृत्ति रोकने की सलाह के साथ कहा कि बिहार में 557 पोस्ट रिक्त हैं और बिहार में आउट सोर्सिंग के माध्यम से भ्रष्टाचार की बात कही।

श्री एस.के. लामजे, सर्कल सेक्रेटरी, महाराष्ट्र ने अपने संबोधन में कोटा अदायगी, कीट आयटम, सिलाई भत्ते में बढ़ोत्तरी, डिवाइड बीट, संगठन कार्यकारिणी आदि पर अपने विचार रखे।

श्री वर्मा, सर्कल सेक्रेटरी, मध्य प्रदेश ने कहा कि उनके सर्कल में सभी फंड उपलब्ध नहीं हैं। जिस कारण कर्मचारियों को कठिनाईयों का सामना करना पड़ रहा है। इस बात का जिक्र किया।

श्री बलवीर सिंह, सर्कल सेक्रेटरी, पंजाब ने अपने संबोधन में लाईट और पानी पूर्ति के बिलों को पोस्टमैन द्वारा **फोलडिंग व पेस्टिंग** करवाकर वितरित किये जाने पर विरोध दर्ज किया।

श्री हरपाल सिंह, विभागीय सचिव, जगरूला (पंजाब) ने 25% MTS से पोस्टमैन कोटा बढ़ोत्तरी की चर्चा की।

श्री मकवाना, सर्कल सेक्रेटरी, गुजरात ने 97% सभासद संख्या गुजरात में है इस बात की जानकारी दी तथा श्री रहाटे द्वारा गुजरात सर्कल के संघर्षों में जो साथ दिया उसके प्रति अपना हार्दिक आभार प्रदर्शित किया।

श्री माथुर, दिल्ली ने सर्कल के MTS प्रश्नों की चर्चा करते हुए 28 किलो कलेंडर मेल वितरण का प्रश्न कैसा सुलझाया इसकी जानकारी दी। यूनियन के प्रति निष्ठावान रहने को कहा।

श्री रहाटे द्वारा समापन भाषण के उपरान्त CWC अगले दिन तक के लिए स्थगित की गयी।

ता. 30-11-2013 को श्री सोलंकी की अध्यक्षता में CWC पुनः प्रारंभ हुई।

श्री बसंत कुमार, डिप्यूटी सर्कल सेक्रेटरी, हरियाणा ने CHQ तथा FNPO को नियमित कोटा भेजने पर जोर दिया। पोस्टमैन MTS भर्ती की बात की।

श्री रहाटेजी ने AIC के विषय में सदन को जानकारी देते हुए कौन-सा सर्कल AIC के लिए तत्पर है इस पर जानकारी देने को कहा। इस विषय पर श्री लामजे, महाराष्ट्र, श्री सोलंकी, गुजरात, श्री अशोक शर्मा, दिल्ली ने अपने विचार रखे।

श्री शफिक शाह, सर्कल सेक्रेटरी, J&K ने डिवाइड बीट, **10.5% सेलटेक्स PLI** पर कर्मचारियों की कमी आदि विषयों पर विचार रखे।

श्री जयपाल सिंह, हरियाणा ने अपने संबोधन में कीट आयटम तथा कर्मचारियों की कमी के बारे में अपने विचार रखे।

श्री माथुर, डिप्यूटी जनरल सेक्रेटरी ने अपने संबोधन में रिक्त पदों को भरना इस विषय पर विस्तार से चर्चा की तथा दिल्ली सर्कल में इस विषय पर बहुत काम हुआ है तथा जल्द ही रिक्त पदों पर नियुक्तियां होने के आसार बताये।

श्री कालेखे, सर्कल ट्रेजरर, महाराष्ट्र ने श्री सुनील झुंजारराव, AGS CHQ के स्थान पर (जो व्यक्तिगत कारणों से अनुपस्थित थे) बोलते हुए श्री रहाटेजी की रिपोर्ट पेश करने पर बधाई दी तथा डिवाइड बीट, CGIS मेडीकल दर, सर्कल, विभागीय तथा AIC स्तर पर CWC की चर्चा की।

श्री महेश AGS ने सर्कल सेक्रेटरी, केरल की अनुपस्थिति पर स्पष्टीकरण दिया तथा जबलपुर शाखा ने CWC का जो आयोजन किया उसके लिए धन्यवाद दिया।

श्री कुरुडगी, AGS ने अपने संबोधन में रिक्त पद, अबोलिशन, JCA द्वारा स्ट्राईक नोटीस, 7th CPC, सिंगल डिलीवरी, कर्नाटक सर्कल, कंप्यूटर ट्रेनिंग पोस्टमैन, इंडिया पोस्ट, पोस्ट बैंक, निजीकरण, PRFD Bill, Cadre Restructuring, Nodal Delivery, कूरियर सर्विस आदि विषयों पर चर्चा की।

श्री अजमेर सिंह, CHQ ने विद्युत तथा पानी बिलों के वितरण पर रोक लगाने के बात की। पोस्टमैन GDS परीक्षा, OTA Medical Fund, Nodal Delivery आदि पर चर्चा की।

श्री आर.के. मिश्रा, CHQ ने पोस्टमैन रिक्रूटमेंट की बात की।

श्री जगदीश शर्मा, CHQ TRR ने कोटा पोजीशन बताई तथा नियमित कोटा भेजने की अपील करते हुए जनरल सेक्रेटरी के फॉरेन सर्विस की बात की।

श्री आर.एन. आवटे ने संगठन पत्र व्यवहार की सविस्तार चर्चा की।

श्री राम निवासजी ने MTS के काम काज के बारे में चर्चा की।

श्री रहाटेजी ने CWC को संबोधित करते हुए आगामी AIC आंध्र के बारे में बताया तथा महाराष्ट्र, मध्य प्रदेश, वेस्ट बंगाल सर्कल को AIC के लिए तैयार रहने की सूचना दी। उन्होंने दिल्ली, गुजरात सर्कल के संगठन संघर्षों की चर्चा की तथा कर्नाटक सर्कल और दिल्ली सर्कल के टीम की CHQ को दे रहे सहयोग के लिए धन्यवाद दिया।

इस CWC में विभिन्न वक्ताओं ने जो विषय उपस्थित किये थे उन सभी विषयों का परामर्श लिया। पोस्टमैन भर्ती, कोटा, 7th CPC, MACP, कैडर रिस्ट्रक्चरिंग, आदि।

श्री रहाटेजी के भाषण के उपरान्त स्वागत समिति द्वारा सभी उपस्थित महानुभावों का स्वागत किया गया।

श्री सोलंकी ने अपने अध्यक्षीय भाषण में किट आयटम, अनुकंपा भर्ती रेल विभाग के स्तर पर करने तथा कीट आयटम का नगद भुगतान आदि विषयों पर अपने विचार रखे। इनके भाषण के उपरान्त CWC का समापन राष्ट्रगीत पर हुआ।

- टी.एन. रहाटे, जनरल सेक्रेटरी

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/19th AIC/03/2013-14**Date :** 01-04-2014**NOTICE**

It is hereby notified that the 19th All India Conference of National Union of Postal Employees, Postmen and Group 'D'/MTS will be held **at Akhila Bharatha Bhakta Markandeya Padmasaliya Annasatram, Renugunta Bypass Road, Thiruchanur, Tirupati-517503 on 2nd to 4th June, 2014 at 10.00 am.**

The following shall be the Agenda.

Agenda

1. Homage to the Departed Souls (GKP and KR's wife).
2. Adoption of the Report on Activities for the period from 1-4-2012 to 31-4-2014.
3. Adoption of the Audited Report for the period from 1-4-2012 to 31-3-2013 and 1-4-2013 to 31-3-2014.
4. Organisation Review
5. Financial Review
6. Journal (Postal Prakash)
7. Strike and Agitations (2012, 2013, 2014 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 and 100% delivery.
 - (iii) Postmen & MTS Norms;
8. 6th CPC and MACP Anamolies and 7th CPC
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 Postmen, Sorting Postmen and 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 the next AIC
 20. Vote of Thanks

Yours Sincerely



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

Ref. No.: NU/P-IV/19th AIC/03/2013-14

Date : 01-04-2014

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/19th AIC/04/2013-14

Date : 01-04-2014

To,

All Chief Postmasters General

..... Circle

.....

Sir/Madam,

Subject : 19th AIC & CWC of NUPE Postmen & Group 'D'/MTS in Tirupati (A.P. Circle)
at Akhila Bharatha Bhakta Markandeya Padmasaliya Annasatram,
Renugunta Bypass Road, Thiruchanur, Tirupati-517503

The 19th All India Conference of National Union of Postal Employees, Postmen and Group 'D'/MTS will be held **at Akhila Bharatha Bhakta Markandeya Padmasaliya Annasatram, Renugunta Bypass Road, Thiruchanur, Tirupati-517503 on 2nd to 4th June, 2014.** (Copies of the notice is enclosed).

The Central Working Committee will also meet on **01-06-2014** 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**.

Thanking you,

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/19th AIC/05/2013-14

Date : 01-04-2014

To,

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

Subject : 19th AIC & CWC of NUPE Postmen & Group 'D'/MTS in Tirupati (A.P. Circle)
at Akhila Bharatha Bhakta Markandeya Padmasaliya Annasatram,
Renugunta Bypass Road, Thiruchanur, Tirupati-517503
from 1st June and 2nd to 4th June, 2014

Respected Madam,

The 19th All India Conference of National Union of Postal Employees, Postmen and Group 'D'/MTS will be held **at Akhila Bharatha Bhakta Markandeya Padmasaliya Annasatram, Renugunta Bypass Road, Thiruchanur, Tirupati-517503 from 2nd June to 4th June, 2014.** (Copies of the notice is enclosed).

The Central Working Committee will also meet on **01-06-2014** 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.**

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary
New Delhi-110 054

पी गोपीनाथ

सचिव

P. Gopinath

Secretary

फोन/Tel. : (+91-11) 2309 6060

ई-मेल/E-mail : secretary-posts@indiapost.gov.in



RIGHT TO
INFORMATION



सत्यमेव जयते

डाक विभाग
संचार एवं सूचना प्रौद्योगिकी मंत्रालय
भारत सरकार
डाक भवन, संसद मार्ग
नई दिल्ली-110001

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

April 29, 2014



MESSAGE

I am happy that National Union of Postal Employees, Postmen & Group D/ Multi Tasking Staff Group 'C' is holding its 19th All India Conference at Akhil Bhartiya Bhakta Annasatkandeya Padmasaliya Annasatram, Tirupati, Renugunta Bypass Road, Tiruchanur-517503 from 2nd to 4th June, 2014. I hope the Conference generates useful discussion on important matters relating to all areas of the department's work and the need for India Post to become a technology driven organisation, that delivers on time quality postal services to its customers. India Post should aim at becoming the customers' first choice.

I wish the Conference a grand success.

(P.Gopinath)

Shri T.N. Rahate,
General Secretary,
National Union of Postal Employees,
Central Headquarters,
Dalvi Sadan, Khurshid Square,
Civil Lines, P&T Colony,
Delhi-110 054.

कावेरी बनर्जी
सदस्य (प्रौद्योगिकी)
डाक सेवा बोर्ड

Kavery Banerjee

Member (Technology)
Postal Services Board

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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




MESSAGE

The National Union of Postal Employees (Postmen & Group 'D'/Multi Tasking Staff Group 'C') is holding its 19th All India Conference from 2nd to 4th June, 2014 at Tiruchanur in Andhra Pradesh. My best wishes to the organizers and all the participants for the success of the Conference.

2. While the Conference deliberations would naturally tend to focus on the interests of the Union members, they should surely recognize that their future well-being would depend on the sustained growth of India Post as an Organisation. While enhanced technological capabilities, being brought in by the IT modernization project, would help improve service quality and facilitate new business opportunities, we must work towards making India Post the customer's first choice for delivery of mails, parcels, banking, insurance, money remittance, social security payments and other services.

3. Postmen and MTS play a key role in such public service delivery. Their work has been much celebrated in popular literature, films, and television. They must now live up to the popular image of the diligent and honest postal worker. Correct and timely delivery of letters, parcels, and money orders, along with courteous service, with a smile, must be the daily aim of each Postman and MTS, if India Post is to become the best, and the customer's first choice. I would urge the Union to push this agenda for growth.


(Kavery Banerjee)

अंजली दवेशर

सदस्य (डाक जीवन बीमा)

डाक सेवा बोर्ड

Anjali Devasher

Member (PLI)

Postal Services Board

Tel.: (O) +91-11-23096082

Fax : (O) +91-11-23096117

E-mail : memberpli@indiapost.gov.in

02 May 2014

No. Member (PLI)/Message/2014



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



MESSAGE

On the occasion of the 19th All India Conference of National Union of Postal Employees, I heartily convey my felicitations and best wishes to all members of NUPE. The postal life insurance is one of the services of the Department of Posts that has contributed greatly towards pure revenue for organization.

Due to its widespread network in rural areas, the Postal Department plays an important role in Government's policy of financial inclusion. The trust and goodwill enjoyed by postal officials is an added benefit for Marketing Insurance Services.

The PLI/RPLI Insurance Funds have a Corpus of over Rs.40,000 crores which earns more than 8% interest for the benefit of all policy holders.

We have a potential Customer Base of more than 6 Crores in PLI and about 40 crores in RPLI whereas we have been able to cover only 10% of PLI eligible customers and less than 4% in PRPLI.

Your Union can play a significant role in expansion of PLI and RPLI by interacting with unions/ organizations of other Departments and rural franchisees for creating awareness about PLI/RPLI products to have achieve business growth. Similarly, PLI coverage among Departmental employees and GDS may be increased by motivating and proper guidance on your part at every forum.

Once again I wish all the success of the 19th Conference of NUPE.


(Anjali Devasher)

Shri T.N. Rahate,
General Secretary,
National Union of Postal Employees,
Camp: Tank Road PO.,
MUMBAI-400 033.



कल्पना तिवारी
सदस्य (योजना)
डाक सेवा बोर्ड
Kalpana Tewari
Member (Planning)
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

New Delhi
13th May 2014

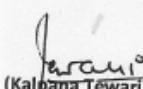
MESSAGE

I am happy to know that National Union of Postal Employees is organizing its 19th All India Conference this year from 2nd to 4th June, 2014.

The Department has undertaken a comprehensive IT Modernization Project in order to improve the quality of its products and services as also to add new value added services by making use of modern technology. A new mail software would soon be available at post offices, mail offices and TMOs with a variety of new features and functionalities. Postmen would get handheld devices with multiple features for mail delivery in select cities. Use of modern hand-held devices for mail booking delivery and carrying out other post office activities by the branch post offices is expected to substantially improve the quality of services. The project is also expected to bring in automation in our administrative offices which would improve our day-to-day working.

At a time when India Post has undertaken a very significant step forward, I am sure you would share the details of IT Project with the participants of the conference which would make them aware of the initiative and lead to their active participation in this endeavour.

I wish the conference a grand success.



(Kalpana Tewari)



एस.के. सिन्हा
सदस्य (मानव संसाधन)
डाक सेवा बोर्ड
S.K. Sinha
Member (HRD)
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

MESSAGE

I am happy to know that National Union of Postal Employees is holding its 19th All India Conference from 2nd to 4th June, 2014. I extend my warm and sincere wishes for the success of the Conference.

(S.K.Sinha)
Member (HRD)

कमलेश्वर प्रसाद

सदस्य (प्रचालन)

डाक सेवा बोर्ड

Kamleshwar Prasad

Member (Operations)

Postal Services Board

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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

No. 17/6/2013-SR

13 May 2014

MESSAGE

I am very happy to note that the National Union of Postal Employees Postmen & Group-D/Multi Tasking Staff Group-C is holding its 19th All India Conference during 02-04 June, 2014 at Akhil Bhartiya Bhakta Annasatkandeya Padmasaliya Annasatram, Tirupati, Renugunta Bypass Road, Tiruchanur, Andhra Pradesh.

2. I hope, the Conference will dwell upon the various challenges that are being faced by India Post at the ground-level in its endeavour to provide high-quality and prompt service to its customers, and come out with valuable suggestions that would help us achieve our goal.

3. I wish the Conference all success.

(KAMLESHWAR PRASAD)

Cell : 094439 39676
094886 91687

From

P.V. SUBRAMANIAN,
Ex-General Secretary and
All India Advisory Committee Members,
FNPO NUPE / PM / Group D (MTS),
68/31-A, Panduranga Vittal Street,
Salem South PO., Salem-636 006.



To

SHRI T.N. RAHATE,
General Secretary
NUPE / PM / Group D (MTS),
P&T Line Civil Line, Delhi-110 054.
Camp : Tank Road PO.,
Mumbai 400 033.

MESSAGE

I am happy to learn that the 19th All India Conference of NUPE / PM / Group D (MTS), is being held at "AKHILA BHARATHA BHAKTA MARKANDEYA PADMASALIYAANNASATRAM, TIRUPATHI RENUGUNTA BY-PASS ROAD, THIRUCHANUR, TIRUPATI - 517 503, A.P. CIRCLE" 2nd June 2014 to 4th June 2014 Postmen and Group "D" MTS play a very crucial note in previsions of Postal services further the subject of "EFFIEINCY IN POSTAL SERVICES" with Special Emphasis on Delivery "Chosen for the Conference is of very importance to the Department.

I hope during the deliberations, stress will be laid on improvement of the quality of our service to the public and on how the Department can successfully face the challenges of today.

Further position demand of details 7th Pay Commission may be expected all the demands finalised as on 01-01-2016 office also, New Delhi from 27-03-2014

On the occasion I send my best wishes for the success of the Conference to all the Delegates and Organisers.

Salem-636 006
06-05-2014


(P.V. SUBRAMANIAN)

General Secretary
K. Sivadasan

T-24, Atul Grove Road,
New Delhi-110001
Tel.: 011-23521378
Mob.: 09447064140
Resi.: 0471-2464135
koranathsivadas@gmail.com



MESSAGE

I am glad to know that the National Union of Postal Employees, Postmen & Group 'D' is conducting its All India Conference from 02-6-2014 to 04-06-2014 at Tirupati. An affiliate of Federation of National Postal Organisation, the NUPE Postmen & Group-D always stand for the welfare of the staff members without having any political affiliation and I hope in the coming days also the organisation will show its capability to grab the benefits for the staff members from the Government. I wish all success of the Conference and expect the deliberations and discussions in the Conference will lead to increase the strength of members and the confidence among them.



(K. Sivadasan)
General Secretary

To
Shri T.N. Rahate
General Secretary
NUPE Postmen & Group-D
Dalvi Sadan, Khurshid Square
Civil Lines, P&T Colony,
Delhi-110054

National Union of Postal Employees, Postmen & Group 'D'/MTS
19th AIC, Tirupati (Andhra Pradesh)
Bi-Annual Report
An Introduction

I on my own behalf and on behalf of CWC of NUPE P-IV CHQ welcome you all at this holy place of Lord Venkateswara.

I present this Bi-monthly report on behalf of CWC of our organisation. The last Bi-Annual Conference was held during 29th-30th April and on 1st May 2012 at Ambaji (Gujarat).

Since last AIC we held three CWC meetings 1st at Ludhiana, 2nd at Ahmedabad, Gujarat and 3rd at Jabalpur during 23rd November 2012 to 25th November, 2012, 30th May to 1st June, 2013 and 28th to 30th November 2013 respectively.

The reports of those CWC has already been printed, distributed and even published in 'Postal Prakash'. The major events took place are our All India Strike during report period.

The major five issues took place during report period is (i) **anomalies of 6th CPC recommendation** and (ii) **Anomalies of MACP** and (iii) **Postmen and MTS shortage of Staff** (iv) **shortage of staff** and (v) **For 100% delivery of mails the officers are harassing the 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.

The main issue of merger of 50% DA into basic pay has not been decided by the Outgoing Government. However, 7th Pay Commission is set up and process of submission of Memorandum is on at our Union level.

Shortage of staff is the real problem in our Department. During report period, I have visited most of the Circles and met with our brothers. I tried my level best to serve you all during the report period.

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.

However, still some problems in various Circles are pending at Division, Region and even Circle level. However, in near future we will definitely solve them.

As you all know that we have our website of NUPE P-IV and each and every orders issued from Directorate is been published on our website, also all the important events including my tour programme is 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 19th 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 All India Conference, Ambaji Dated 29-4-2012 to 2-5-2012

Open Session of 18th AIC held on 29-4-2012 at 14.00 hrs. inaugurated with ‘**Deep Prajwalan**’ by **Shri D. Theagarajan**, Secretary General, FNPO, Chief Guest of the occasion.

Guest and dignatories are being honoured on the occasion by offering garlands and shawls.

Sarvshri **D. Theagarajan, T.N. Rahate, C.P. Nayee**, Solanki, Bhatt, Siddiqui, Pandya, Jagdish Sharma, Shekhar Mukherjee, Gunshekharan, B.M. Ghosh, Subramaniam, R.N. Gadgil, Parmar, K.D. Desai, Smt. Indrayani T. Rahate, **Smt. Soma Ghosh, Smt. V.S.S.S. Vani** and **Smt. Soma** others are also honoured with offering garlands.

After ‘Satkar’ **Shri B.M. Ghosh** Senior leader spoke first and requested to all to sit together and listen the leaders **Shri D. Theagarajan** and **T.N. Rahate** and be present in the hall those are outside.

Then **Shri Bhatt** delivered his speech by quoting examples of **services of couriers** and our **Department** and said that we can save our **Department by competing the courier**. He described **NUPE a good Union working** in Gujarat and offered his sincere prayer to Ambaji Mataji to offer her blessings upon us.

Then Shri Parmar, SPOs delivered speech and wishing the Conference said that the Postman are the pillar of the Department. Then Shri Gadgil Guruji delivered speech, quoted the example of moideunt of **balance Quota of Rs. 13 lakhs** and asked the members to clear the balance.

Then **Shri Siddiqui**, General Secretary, NU R-4 spoke and described problems. He particularly spoke about leadership qualities of **Shri T.N. Rahate** and praised **Shri D. Theagarajan** for his exemplary working of Secretary General, then discussed Strike demand and negotiations.

Then **Shri Shiv Kumar** addressed house and requested to Secretary General to solve the problems of MACP.

Then **Shri D. Theagarajan**, Secretary General addressed the house, in his detailed speech he described the duties of Postman compared with LDC before 1980, what was the financial and social also educational position, now we are in better position. He described the vital role of **Postman**. Then talked regarding Mail section, Role of Dak Bhawan, Loss of crores for Post Offices, who is responsible for this loss, we are not responsible. BSNL has no money to paysalar, this should not come in Postal. This loss is due to officers who are responsible for couriers. So to save the Department we joined hand with NFPE. **In Asia, Singapore, Malaysia, Japan Postal is now corporated.**

After 28th January Strike we discussed with Department and some problems success is made i.e. formation of **Postman Committee, Grant of TA DA to Mail Overseer**. Then he spoke in length regarding MACP cadre, restructuring Committee, including Postman, Group 'D' MTS, Relaxation appointment, in Railway there is no restriction of percentage we will try for the same in Postal, OTA etc.

Then he detailed the dispute of NFPE ED Union i.e. AIPEDU and assured that there will not be any dispute in FNPO. Then he discussed issue of Member Verification and enhanced membership. Talked about UNI. Asked house to form **10 member Lady Committee** out of CHQ. **Lady candidates may be deputed to Foreign through UNI.**

In last he **described about Rahate's** working skill and efforts taken in dealing as General Secretary, NUPE P-IV he also praised **Shri C.P. Nayee**.

After this **Shri Rahate sum-up the Session.**

Delegate Session on 30-4-2012

The Delegate Session of AIC started at 11.00 hours under the Presidentship of **Shri Lakhan Mujumdar, Working President** of CHQ. Before the delegates started to deliver speeches **Shri C.P. Nayee, President** entered the hall and took over the seat of President and then delegate session started in full swing.

Shri T.N. Rahate delivered opening session deliberations, briefed the resolution process during this he asked house to pay homage to all departed souls by observing two minutes silence.

Then he read out first page sher, on second page was printed award issued to Postal Department by Prime Minister of India and told that this is proud for all of us. Then he read out page-by-page and regarding member verification report, welcomed member for their wholehearted efforts for securing more and more membership of FNPO and particularly P-IV. Then he briefed Postman

Committee, **discussed door-to-door delivery issue.** He read out report upto page 159 then he detailed the entire report and compared the accounts of yesterday and today.

He discussed and praised Maharashtra Circle Quota and also told that CHQ TRR has shown extraordinary courage and taken great pains to gain this present financial position.

Then **Shri Rahate** offered his sincere thanks towards all those names printed in last cover page of AIC report.

Shri C.P. Nayee asked house regarding adoption of report and audited account of AIC. The house passed both the report and account unanimously. Shri Nayee then asked delegates to take part in discussion.

Smt. Soma Ghosh discussed problems of West Bengal Circle, gave details of membership, described difficulties of rest room, dress changing room etc. gave details of **Ladies conversion** at West Bengal Circle.

Pushplal Sharma, Rajasthan Circle, Bhilwara Division told that 5 posts of Postman are abolished and asked to allot those post, discussed kit item quality, delivery of 5000 SPA by one postman, incentive for SPA, CGIS Holiday, OTA.

Shri Sunil Zunjarrao, Deputy Circle Secretary, Maharashtra discussed Adhar Card delivery, submission of Authorisation letters, additional duties and vacant post of Postman, Kit items, net payment.

One sister member from Karnataka welcomed all for AIC.

Shri Maheshwar Gaud from Andhra Circle complained regarding low pay scale of Group 'D'.

Shri Govind Reddy, Karnataka talked about Uniform, Seniority promotion, DA problem solved at his Division.

Shri Jagdish Chaupal, Samstipur, Bihar compared employees with MP and regarding pension, double duty beat.

Shri Sanji Pandey, Bihar Circle welcomed Gujarat Circle, Rahates working and touring for welfare of Postman staff, discussed Arrow Project, Vacant Post struggle, Unity, Strike, Uniform Quality, DA merger.

Shri Uttamdas spoke about 100% delivery, Speed Post, vacant post.

Shri K.M. Parmar, Gujarat Circle welcomed delegates, 99% membership, torture to Postman for speed delivery in night. 167 post vacant, kit item, net payment, Ahmedabad single delivery, demand for double delivery if done not a single man will be with NFPE.

Shri Bhola Mujumdar, West Bengal showed the calendar printed by West Bengal Circle which is having photographs of **Late K. Ramamurthy**, Bharti and Gopal Singh Josh, briefed history of FNPO and leaders also photograph of Smt. Indira Gandhi printed on booklet, then praised Shri B.M. Ghosh, **Shri Dinesh Kumar**, Divisional Secretary, Sitamadhi, Bihar Circle brief history of Sitamadhi Division of FNPO 34 members present SP making harassment to our members. He will make the things right with the help of Circle Secretary, Bihar and General Secretary, CHQ, decrease in Postman cadre.

Shri Surenderkumar Kashyap, Deputy Circle Secretary, Punjab, Secunderabad, Secretary told regarding postman problems.

Then **Shri Rahate** asked **Shri D. Theagarajan** to honour the members for increasing membership. **Shri D. Theagarajan** honoured them by offering shawl and memento. They are -

Sr. No.	Name of the members	Circles	Verification process 2010 percentage
1.	Shri Shah Safiq and members	Jammu & Kashmir	50%
2.	Shri Kalokhe, Lad, More and others	Maharashtra	32%
3.	Shri C.P. Nayee and others	Gujarat	31%
4.	Shri Shekhar Mukherjee, BM Ghosh & others	West Bengal	26%
5.	Shri Gunshekhara and others	Tamil Nadu	25%
6.	Shri Ashok Kumar and others	Delhi	25%
7.	Shri Gulam Rabbani and others	Andhra Pradesh	24%
8.	Shri Gopalan Nair and others	Kerala	24%
9.		Orissa	24%
10.	Shri Gangaya and others	Karnataka	23%
11.	Shri I.L. Yadav and others	Madhya Pradesh	21%
12.	Shri Parsuram Gupta and others	Uttar Pradesh	21%
13.	Shri Jaipalsingh and others	Haryana	20%
14.	Shri Ajmersingh and others	Punjab	19%
15.	Shri Navalkishore Mandal	Jharkhand	16%
16.	Shri Ashok Kumar and others	Bihar	16%
17.	Shri G.P. Verma and others	Chattisgarh	11%

Shri T.N. Rahate was also honoured with Memento.

Shri Shiv Kumar, AGS, NAPC-III was honoured by Shri Gulam Rabbani.

Then **Shri D. Theagarajan** spoke on the occasion. He said our membership position in Gujarat is very good, in Ahmedabad alone we got **1000 members**, NFPE is having no place in Gujarat. We should take example from Gujarat. In Maharashtra membership increased due to joining of Late Shri Ashok Pawar, we should **salute Ashok Pawar**.

Regarding 18% non-membership. We should approach to those 18% members of staff and make them members of **National Union**. Then he spoke on financial issues of Union asked if due Quota sent to CHQ we can **get Rs. 90,000/-** per month and we can **accord Foreign Service** for solution of our problems. He described expenditure of NFPE leadership, it is duty of Secretary at all level to send Quota else disciplinary action should be taken for **defaulter. Within a period of 3 months** due Postal Prakash will be remoderate with **new Board of Postal Prakash Edition**.

Then he has taken agenda item one by one i.e. shortage of Postman Group 'D', Harassment of staff in Project Arrow, Postman MTS Norms, MNOP delivery hub, 6th CPC and Anomalies, Negotiation machinery, recognition Rules - Union, Federal common problems.

After that the house approved the Report and Audited account in delegate session and AIC was adjourned till tomorrow.

Today on 1-5-2011 AIC session started at 10.20 hours under Presidentship of Shri C.P. Nayee, **Shri Gangaya**, Circle Secretary, Karnataka spoke on various issues.

Shri Thrivikraman Nair, Circle Secretary, Kerala addressed and gave problems pending at Kerala Circle.

Shri Navalkishore Mandal, Circle Secretary, Jharkhand honoured Gujarat Circle for holding AIC, spoke about kit items, net payment, relaxation cases, supply water to postman while on beat, remittance of due Quota, OTA rate etc.

Shri Gulam Rabbani, Circle Secretary, Andhra Pradesh told I live with principals working since 1977. **Late Shri Nehruji described Postman as Backbone of India**, only Postman can do the job of identity of person. Adhar Card case of **Andhra Pradesh**, detailed discussion with CPMG, AP for 3 days and discussion of Re. 1/- per article to postman after 100 articles of Adhar Card. The detail procedure should be circulated throughout country. Regarding 100% delivery, the correct position should be brought to all staff regarding cycle, beat allowance, reduction may be there in postman cadre, spoke about **TA DA of Mail Overseer**, relaxation cases, Group 'D'/MTS Pay scale, cadre restructuring, Group 'D' Post of 2005 to 2008 are not filled in easy postman examination syllabus, working pattern from Division to CHQ, remittance of Quota, dignity of Postman, no retired person should join courier service or he should forgo pension, postman remark, Circle Secretary should work honestly. MACP anomalies, independent one day demonstration be observed.

Then Shri Rahate, General Secretary spoke and asked to honour Mrs. C.P. Nayee. Then Shri Parmar came on dias and spoke about contribution of Mrs. Nayee due to that only Shri C.P. Nayee was able to devote towards Union.

Mrs. Nayee i.e. Smt. Revadevi honoured by Smt. Soma Ghosh.

Shri K. Parmar Government Observer came and sat on dias.

Shri Mathur, CHQ delivered speech and asked Delhi delegates to honour the dignitaries.

Shri C.P. Nayee	honoured by	Shri Ashok Sharma
Shri D. Theagarajan	honoured by	Shri Subesingh
Shri T.N. Rahate	honoured by	Shri Ashok Sharma
Shri Siddiqui	honoured by	Shri Shri More
Shri B.M. Ghosh	honoured by	Shri Jagdish Sharma
Shri Ashok Sharma	honoured by	Shri T.N. Rahate
Shri Gulam Rabbani	honoured by	Shri Mathur
Shri Solanki	honoured by	Shri Mathur
Shri Jagdish Sharma	honoured by	Shri Subhash Choudhary
Shri Subesingh	honoured by	Shri Ashok Sahu
Shri More	honoured by	Shri Jagdish Sharma
Shri Guruji	honoured by	Shri Mathur
Shri Ramnivas	honoured by	Shri Subesingh
Shri Subhash Khullar	honoured by	Shri B.M. Ghosh
Shri Mathur	honoured by	Shri C.P. Nayee
Shri Rajarao	honoured by	Shri Gulam Rabbani

Shri Sunilda, Ex-President, CHQ spoke but in between **Shri Parmar, Government Observer** honoured by **Shri D. Theagarajan**.

Shri Sunilda, Ex-President, CHQ spoke about JCA and other Union. 28th January Strike, NAPE Role **against Strike in West Bengal**.

Shri Rajat and Shri Kishanrao indiscipline of those leaders, **Smt. Mamta Didi** policy, member verification date and AIC, contingency paid staff not getting DA etc.

Shri Subramaniam, Ex-General Secretary welcomed delegates.

Shri Gopalan Nair, Kerala also welcomed House.

Shri K.V. Kurudigi, Karnataka welcomed delegate and spoke on various issues and offered thanks towards Gujarat Circle for holding AIC.

Then Shri B.M. Ghosh, senior leader placed before house the amendments in Constitution and resolutions those are passed unanimously **including one that regarding Union Office bearers retiring in near future may hold post till their date of retirement**.

Then the agenda item regarding election of new office bearers and delegates to Federal Congress came before House in between Shri Gulam Rabbai, Circle Secretary, Andhra Pradesh and AGS declared that **Andhra Circle will hold next AIC at near Shri Kondalvada, Venkatrama Balaji Tirupati**.

Shri Ajmer Singhji declared that next **CWC will be held by Punjab Circle**.

Shri T.N. Rahate declared Ladies Committee under **Chief convenership of Smt. Soma Ghosh** of West Bengal, Kalighat, Kolkatta and **convener Smt. Vaishali Sunil Zunjarrao**, Maharashtra, Thane West Division and members are -

Member	• Ms. Sangeeta H. Mhatre	Stg. Postwomen	Nerul PO, New Mumbai, (Maharashtra)
	• Ms. Poonam Vithal Rane	Stg. Postwomen	Samta Nagar PO, N/W Mumbai-400101, (Mah.)
	• Ms. Manda Visave	Stg. Postwomen	Nariman Point PO, Maharashtra South, Mumbai-400021 (Maharashtra)
	• Ms. Selvi S. Vani	Postwoman	Salem HPO, Tamilnadu-636001, Salem East HO
	• Ms. R. Radhamony	Postwoman	Kerala GPO, Trivandrum-695001

• Ms. A. Arifa Beevi	Group 'D'/MTS	Thiruvananthapuram-695001
• Ms. N.J. Jayalekshmi	Postwoman	BG South Dn. Bangalore South, Bangalore-4, Jayanagar (Kerala Circle)
• Ms. Jayalekshmi G.	Postwoman	Royapeth, Chennai-14
• Ms. K. Padmavelthy	Stg. Postwoman	Royapeth, Chennai-14
• Ms. Sreelekha	Postwoman	Vallakkadavod, Thiruvananthapuram-8
• Ms. K. Kalavathy	DSV	Gopalajutim, Chennai-86
• Ms. L.B.S. Vijaylakshmi	Postwoman	T. Nagar, Chennai-17
• Ms. Balasaraswathy	Postwoman	T. Nagar, Chennai-17
• Ms. Mukthirunissia Begam	MTS	Royapeth, Chennai-14
• Ms. Moli Dutta	Postwoman	Hatkhotla RO, Kolkatta-5
• Ms. Mita Desai	Postwoman	Navrangpura HO, Ahmedabad-380009
• Ms. Ramadevi	Postwoman	Thagaryur, Bangalore-28
• Ms. M.M. Dahibarkar	DSV	Samta Nagar PO, N/W, Mumbai-400101, Maharashtra

Then for new set of Office Bearers of NUPE P-IV, CHQ for year 2012-2014 the house accepted the only one panel proposed by Shri R.L. Bhandari, Postman, Navrampura, Ahmedabad (Gujarat) and seconded by Shri K.S. Lamje, Postman, Dahisar, Mumbai (Maharashtra Circle) . The said list was read out by Shri D. Theagarajan, Secretary General, FNPO and delegates present in the house **unanimously elected** the following Office Bearers to work for the **year 2012 to 2014**.

CHQ Office Bearers
NUPE Postmen & Group D (MTS) (CHQ)
For the year 2012 to 2014

1. President	SHRI C.P. NAYEE	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 A.K. Solanki	Postman	Manikbaug, Vistar PO, Ahmedabad- 380015 (Gujarat)
	ii. Shri Gulam Rabbani	Group D (MTS)	Hyderabad GPO- 500001, Hyderabad, (AP)
4. General Secretary	SHRI T.N. RAHATE	Postman	Tank Road PO, Mumbai-400033, (Maharashtra)
5. Dy. General Sec.	Shri Subey Singh	Sorting Postman	Krishnanagar HO, New Delhi-110051 (Delhi)
6. Asst. General Sec.	i. Shri K. Gunasekhar	Postman	Roya Pettah PO, Chennai-600014 (TN)
	ii. Shri Sunil P. Zunjarrao	Postman	O.E. Ambernath PO Thane Central Div. Thane-421502 (Maharashtra)
	iii. Shri C. Trivikraman Nair	Stg. Postman	Trivandrum GPO- 695001 (Kerala)

	iv. Shri K.V. Kurudigi	Postman	Bangalore GPO, Bangalore-560001 (Karnataka Circle)
7. Org. Secretary	i. Shri Rabindra Nath Biswas	Postman	Ranaghat PO- 741201 (West Bengal)
	ii. Shri Nareshchand Sharma	Postman	Meerut HO, City-2, Meerut-252002 (UP)
	iii. Shri Ajmer Singh	Postman	Chandigarh, Sector-23 PO Chandigarh-160023 (Punjab Circle)
	iv. Shri I.L. Yadav	Postman	Jabalpur HO (Madhya Pradesh)
8. Treasurer	Shri Jagdish Kumar Sharma	Group D (MTS)	I.P. HO, Delhi-110 002 (Delhi)
9. Auditor	i. Shri Shafiq Shah	Postman	Shopian PO, C/o SPM Shopian, J&K-192303
	ii. Shri S.B. More	Postman	Antop Hill PO, Mumbai-400037
	iii. Shri K.K. Kaushik	Postman	Malakgunj PO, Delhi-110071
	iv. Shri Navalkishore Mandal	Postman	Doranda HO, Ranchi-834002 (Jharkhand)
	v. Shri K.M. Parmar	Postman	Manikbaug, Vistar PO, Ahmedabad- 380015

During AIC Session following Committees are formed with consent of AIC delegates.

Advisory Committee

1. Chief Convener	Shri B.M. Ghosh	West Bengal
2. Member	i. Shri P.V. Subramaniam	Tamil Nadu
	ii. Shri Gopala Nayar	Kerala
	iii. Shri K.S. Mokal	Mumbai GPO, Mumbai-400001
	iv. Shri Jaipal Singh	Rohtak HO, (Haryana)
	v. Shri Ashok Kumar	Patna GPO, (Bihar)
	vi. Shri D.K. Srinivase Acharya	Bangalore GPO, Bangalore-560006 (Karnataka)

Postal Prakash Committee

1. Convener	Shri Dibakar Prasad	Postman	IPHO, Delhi-110002
2. Member	i. Shri Ashok Sharma	Postman	K.N.H.O. Delhi-51
	ii. Shri K.V. Kurudasi	Postman	Bangalore GPO- 560001
	iii. Shri Gautam Shukla	Group 'D'/MTS	Kanpur HO, UP-208001 (UP)
	iv. Shri I.L. Yadav	Postman	Jabalpur HO, (MP)
	v. Shri R.L. Bandari	Postman	Navrangpura PO, Ahmedabad-389009, (Gujarat Circle)

The process of election was held in presence of **Shri K.M. Parmar, Government Observer and Superintendent of Posts, Banaskantha Division.**

After the election process was over, AIC was extended till 2-5-2012 to discuss in detail the pending agenda items.

The AIC concluded with vote of thanks by Shri C.P. Nayee, President, CHQ.

Sd/-

(T.N. RAHATE)

General Secretary and President FNPO

अखिल भारतीय सम्मेलन वृतांत, अंबाजी, गुजरात तारिख : 29-4-2012 से 2-5-2012 तक

18वां AIC का खुला अधिवेशन ता. 29-4-2012 को दोपहर 2 बजे प्रारंभ हुआ। श्री डी. त्यागराजन, सेक्रेटरी जनरल द्वारा दीप प्रज्ज्वलन करने के उपरांत अधिवेशन के प्रमुख अतिथि के रूप में अधिवेशन के उद्घाटन की घोषणा की गयी।

तदपश्चात अतिथि एवं गणमान्य व्यक्तियों का पुष्पहार एवं शॉल देकर सत्कार किया गया। प्रथमतः सर्वश्री डी. त्यागराजन, रहाटे, नायी, सोलंकी, भट्ट, सिद्दीकी, पंड्या, जगदीश शर्मा, शेखर मुखर्जी, गुणशेखरन, बी.एम. घोष, सुब्रमनीयम, रा.ना. गाडगील, परमार, के.डी. देसाई, श्रीमती इंद्रायणी टी. रहाटे, श्रीमती सोमा घोष, श्रीमती वी.एस. वाणी तथा अन्य भी सम्मानित किये गये। इसके बाद श्री बी.एम. घोष वरिष्ठ नेता ने सर्वप्रथम खुले अधिवेशन को संबोधित किया तथा सभी उपस्थितों का स्वागत करते हुए उन्हें एकचित होकर श्री डी. त्यागराजन तथा श्री टी.एन. रहाटे के भाषणों को सुनने का आग्रह किया और जो लोग बाहर खड़े थे उन्हें हॉल में आने का आग्रह किया।

श्री भट्ट ने अपने संबोधन में कुरियर और डाक सेवा की तुलना की तथा डाक सेवा को बेहतर बताते हुए सभी को अथक प्रयत्न कर इस डाक सेवा को बचाने का आग्रह किया।

उन्होंने नैशनल यूनियन को एक बेहतर संगठन बताते हुए गुजरात में इसके प्रभाव को सुयोग्य बताते हुए श्री मां अंबाजी से प्रार्थना की जिससे हम सभी पर उनका कृपा हो।

श्री परमार अधिक्षक (डाक) ने पोस्टमैन को डाक विभाग की रीढ़ का आधार बताते हुए अधिवेशन के लिए शुभकामनाएं दीं। श्री गाडगील गुरुजी ने अपने भाषण में कोटा बकाया 13 लाख रकम की बात करते हुए सभासद सदस्यों से इस कोटे का तुरंत भुगतान की अपील की।

श्री सिद्दीकी, जनरल सेक्रेटरी NU R-IV ने अपने भाषण में समस्याओं का विवरण देते हुए श्री टी.एन. रहाटे के नेतृत्व की प्रशंसा करते हुए श्री डी. त्यागराजन को एक सुलझा हुआ व्यक्तित्व बताते हुए कार्यकुशलता के लिए उनकी भूरि-भूरि प्रशंसा की तथा हड़ताल की मांगें तथा आज की स्थिति का जायजा लिया।

श्री शिवकुमार ने अपने भाषण में सेक्रेटरी जनरल से आग्रह किया कि वे MACP में उत्पन्न कठिनाइयों का निराकरण करें।

श्री डी. त्यागराजनजी ने खुले अधिवेशन के संबोधन में विस्तारपूर्वक पोस्टमैन कार्यक्षेत्र को LDC के समक्ष कहा। 1980 के दशक की आर्थिक, सामाजिक तथा शैक्षणिक स्थिति और आज की वर्तमान स्थिति की समीक्षा की, डाकियों की भूमिका का विवरण दिया, उसके पश्चात उन्होंने डाक शाखा (Mail Section) डाक विभाग की भूमिका, करोड़ों रुपयों का डाकघरों द्वारा नुकसान की चर्चा की तथा इस नुकसान के लिए कर्मचारी जिम्मेदार नहीं हैं अपितु डाक विभाग ही उत्तरदायी है। उन्होंने BSNL की चर्चा करते हुए आज वहां कर्मचारियों को वेतन देने के लिए पैसा नहीं है इस बात का ध्यान दिलाया तथा डाक विभाग में ऐसी स्थिति नहीं आनी चाहिए। उन्होंने कुरियर सेवा की चर्चा करते हुए कहा कि बहुत सारी कंपनियों में पेंशनभोगी अधिकारी कार्यरत हैं। उन्होंने डाक विभाग को बचाने हेतु NFPE के साथ मिलकर संघर्ष करने का समर्थन किया। उन्होंने जानकारी दी कि एशिया के अनेक देशों में डाक विभाग का BSNL तरह कापेरेशन किया है सिंगापुर, मलेशिया, जापान इसके उदाहरण हैं।

28 जनवरी की हड़ताल के बाद डाक विभाग से फिर बातचीत की गई तथा कुछ विषयों पर सहमति हुई जैसे पोस्टमैन कमेटी का गठन तथा **मेल ओवरसियर को TA DA** का भुगतान, MACP का विषय विस्तृत रूप से बताया तथा केडर पुनर्स्थापना अर्थात् केडर रिस्ट्रिक्चरिंग की बात की। अनुकंपा भर्ती का विषय विवरणपूर्वक बताया तथा रेल्वे के अनुसार पोस्टल में भी परसेंटज हटाने की बात उठाई। OTA के बारे में बात की। इसके बाद NFPE (GDS) यूनियन के अंतर्गत झमेलों से GDS कर्मचारियों में व्याप्त असंतोष पर प्रकाश डाला तथा गर्वपूर्वक कहा कि हमारे NU GDS की कोई गुटबंदी नहीं है।

इसके उपरांत मेंबर वेरीफिकेशन, यूनिफार्म आदि पर प्रकाश डाला तथा **10 सदस्यीय लेडीज कमेटी** के गठन का सुझाव दिया तथा यूनियन के माध्यम से **लेडीज सदस्यों को फॉरेन में दौरे पर भेजने की पेशकश** की।

अंत में **श्री रहाटे** की कार्यप्रणाली एवं कुशलता की प्रशंसा की, वही दर्जा **श्री सी.पी. नायी** साहब को भी दिया।

इसके उपरांत **श्री रहाटेजी** ने सभा का समापन किया।

तारीख : 30-4-2012 डेलीगेट सेशन

ठीक सुबह 11 बजे AIC का डेलीगेट सेशन प्रारंभ हुआ। श्री लखन मुजुमदार, कार्यकारी अध्यक्ष, CHQ ने अध्यक्षता ली। परंतु उसी समय श्री सी.पी. नायीजी ने पधारकर अध्यक्ष पद संभाला। श्री रहाटेजी ने शुरुवाती भाषण किया तथा समिति से दो मिनट मौन रहकर सभी दिवंगत आत्माओं के प्रति आदर समर्पित करने का आवाहन किया। इसके बाद उन्होंने AIC रिपोर्ट को पेश किया तथा दूसरे सफे पर प्रधान मंत्री द्वारा डाक विभाग को जो अवार्ड दिया उस पर प्रकाश डाला तथा यह हम सबके लिए गर्व का विषय है ऐसी मिमांसा की। फिर हर पेज का विवरण दिया तथा मेंबर वेरीफिकेशन के लिए सभासद संख्या बढ़ाने के लिए सभी का धन्यवाद किया। इसके बाद पोस्टमैन कमेटी, **डोअर-टु-डोअर वितरण** आदि विषयों सहित AIC रिपोर्ट का पन्ना 159 तक पढ़ा फिर पूरी रिपोर्ट और अकाउंट कल और आज का पेश किया।

इसके बाद श्री रहाटे ने महाराष्ट्र सर्कल ने जो कोटा CHQ में जमा किया उसके लिए प्रशंसोद्धार कहे तथा श्री जगदीश शर्मा TRR CHQ ने जो हिसाब रखा तथा उसके लिए जो कष्ट उठाये उस पर प्रशंसा की तथा आज की आर्थिक जमा के लिए उनको धन्यवाद दिया।

इसके बाद सभी वरिष्ठ नेतागण जो उपस्थित हैं तथा रिपोर्ट में जिनके नामों का उल्लेख है उन सभी के प्रति अपनी ओर से धन्यवाद दिया।

श्री नायीजी ने मंच से सभी को AIC Report तथा अकाउंट को पारित करने के लिए पूछा, सभी ने तालियों की करतल ध्वनि से इसे पारित किया। श्री नायी द्वारा प्रतिनिधियों से अपने विचार रखने के लिए आमंत्रित किया।

प्रथम श्रीमती सोमा घोष ने अपने विचार रखे। वेस्ट बंगाल सर्कल में हो रही कठिनाइयों का विवरण दिया, लेडिज कन्वेंशन, मेंबर वेरीफिकेशन आदि विषयों पर चर्चा की।

श्री पुष्पलाल शर्मा, राजस्थान सर्कल ने 5 पोस्टमैन पद रिक्त होने तथा 5000 SPA डिलीवरी, इन्सेंटिव व CGIS, हॉलीडे OTA पर बात की।

श्री सुनील झुंजारराव, डिप्युटी सर्कल सेक्रेटरी, महाराष्ट्र ने आधार कार्ड मेंबर वेरीफिकेशन फार्म, वेंकट पोस्ट, किट आयटम, नगद भुगतान आदि बातें कही।

श्री महेश्वर गौड़, आंध्र सर्कल ने ग्रुप डी के वेतनमान कम होने की बात कही।

श्री गोविंद रेड्डी, कर्नाटक ने यूनिफार्म की चर्चा की तथा सिनियोरिटी प्रमोशन आदि पर प्रकाश डाला।

श्री जगदीश चौपाल, समस्तीपूर, बिहार ने कर्मचारियों की तुलना लोकसभा सदस्यों से की और पेंशन तथा डबल ड्यूटी की बात की।

श्री राजीव पांडे, बिहार ने गुजरात सर्कल का अभिनंदन किया। श्री रहाटे के भारतभर के दौरे तथा कार्यकुशलता पर बातें की और पोस्टमैन स्तर, अरो प्रोजेक्ट, रिक्त पदों, यूनिटी, संघर्ष, डी.ए. मर्जर आदि विषयों पर संबोधन दिया।

श्री के.एम. परमार, गुजरात सर्कल ने प्रतिनिधियों का स्वागत करते हुए 99% मेंबरशिप, पोस्टमैनों को रात में स्पीड बांटने के लिए बाध्य करना, 167 रिक्त पद, किट आयटम, नेट भुगतान, अहमदाबाद सिंगल डिलीवरी आदि पर प्रकाश डाला।

श्री भोला मुजुमदार, वेस्ट बंगाल सर्कल ने सभा को वेस्ट बंगाल सर्कल द्वारा प्रकाशित कैलेंडर दिखाया जिस पर सर्वश्री के. रामामूर्ति, भारती तथा गोपालसिंह, जोश नेताओं की तस्वीरें तथा उनकी जानकारी छापी है। एक बुकलेट जिस पर स्व. इंदिराजी का चित्र छपा है उसे भी पेश किया। बात करते हुए श्री बी.एम. घोष दा की प्रशंसा की।

श्री दिनेश कुमार, डिवीजनल सेक्रेटरी, सीतामढ़ी, बिहार सर्कल ने सीतामढ़ी विभाग का विस्तृत ब्यौरा दिया। 34 सदस्य तथा विभागीय अधीक्षक द्वारा प्रताड़ित होने की शिकायत की किंतु बिहार सर्कल सेक्रेटरी और CHQ के सहयोग से इस विषय पर संघर्ष की बात की।

श्री सुरेंद्र कुमार, कंपन डिप्युटी सर्कल सेक्रेटरी, पंजाब सर्कल ने कहा कि गुजरात सर्कल ने अधिवेशन लेकर एक मिसाल कायम की है।

सिकंदराबाद सेक्रेटरी ने पोस्टमैन प्रॉब्लेम पर बात की।

इसके बाद श्री रहाटे ने श्री डी. त्यागराजनजी ने विनंती की कि जिन सदस्यों ने मेंबरशिप में बढ़ोत्तरी की है उनका सम्मान किया जाए। इस पर उनको बारी-बारी से शॉल तथा स्मृति चिन्ह देकर सम्मान किया गया।

Sr. No.	Name of the members	Circles	Verification process 2010 percentage
1.	Shri Shah Safiq and members	Jammu & Kashmir	50%
2.	Shri Kalokhe, Lad, More and others	Maharashtra	32%
3.	Shri C.P. Nayee and others	Gujarat	31%
4.	Shri Shekhar Mukherjee, BM Ghosh & others	West Bengal	26%
5.	Shri Gunshekhara and others	Tamil Nadu	25%
6.	Shri Ashok Kumar and others	Delhi	25%

7.	Shri Gulam Rabbani and others	Andhra Pradesh	24%
8.	Shri Gopalan Nair and others	Kerala	24%
9.		Orissa	24%
10.	Shri Gangaya and others	Karnataka	23%
11.	Shri I.L. Yadav and others	Madhya Pradesh	21%
12.	Shri Parsuram Gupta and others	Uttar Pradesh	21%
13.	Shri Jaipalsingh and others	Haryana	20%
14.	Shri Ajmersingh and others	Punjab	19%
15.	Shri Navalkishore Mandal	Jharkhand	16%
16.	Shri Ashok Kumar and others	Bihar	16%
17.	Shri G.P. Verma and others	Chattisgarh	11%

श्री रहाटेजी को स्मृति चिन्ह तथा शॉल देकर सम्मानित किया गया।

श्री शिवकुमार AGS NAPC-III को श्री गुलाम रब्बानीजी ने शॉल तथा स्मृति चिन्ह देकर सम्मानित किया।

इसके पश्चात **श्री डी. त्यागराजन** ने अपने संबोधन में कहा कि नैशनल यूनियन की सदस्य संख्या गुजरात में बहुत अधिक है। सिर्फ अहमदाबाद में 1000 सदस्य हैं। NFPE का स्थान गुजरात में नहीं के बराबर है। हमें गुजरात से प्रेरणा लेनी होगी। महाराष्ट्र में भी सदस्य संख्या में बढ़ोत्तरी है और इसके श्रेय **स्व. अशोक पवार** को जाता है, **हमें उन्हें प्रणाम करना चाहिए।** आज 18% कर्मचारी जो किसी भी संगठन के सदस्य नहीं हैं, हमें उनसे संपर्क कर उन्हें नैशनल यूनियन की सदस्यता के लिए प्रेरित करना चाहिए। इसके बाद उन्होंने आर्थिक समालोचन किया और कहा कि यदि नियमित चंदा जो तकरीबन 90,000 हर माह CHQ के लिए है, भेजा जाये तो हम जनरल सेक्रेटरी को फॉरेन सर्विस दे सकते हैं जिससे हमारे बहुत सारे प्रश्न तुरंत हल हो सकते हैं। NFPE की तुलना में हमारे खर्चे बहुत कम हैं। हर सेक्रेटरी की यह जिम्मेदारी है कि जो रकम चंदे के रूप में मिली है उसका CHQ का हिस्सा भेज दे अन्यथा उन पर अनुशासनात्मक कारवाई हो सकती है। 3 माह के भीतर यह होना चाहिए।

‘पोस्टल प्रकाश’ नये रूप में होगा। नयी टीम इसका निर्धारण करेगी। अजेंडा आयटम पर चर्चा करते हुए उन्होंने **पोस्टमैन ग्रुप डी शार्टेज, अरो प्रोजेक्ट में कर्मचारियों पर सक्ती, पोस्टमैन ग्रुप डी/MTS नार्मस, MNOP, डिलीवरी हब, पे कमीशन अनॉमलीज, निगोशिएशन मशीनरी, मान्यता नियम आदि विषयों पर भाषण किया।**

इसके बाद डेलीगेट सेशन में सर्व सम्मति से AIC रिपोर्ट तथा अकाउंट पारित किया। सेशन दूसरे दिन तक के लिए स्थगित हुआ।

ता. 1-5-2011 को सुबह 10.20 पर डेलीगेट सेशन शुरू हुआ। श्री सी.पी. नायी की अध्यक्षता में सर्वप्रथम श्री गंगाय, सर्कल सेक्रेटरी, कर्नाटक ने भाषण किया।

श्री त्रिविक्रम नायर, सर्कल सेक्रेटरी, केरल ने अपने भाषण में केरल सर्कल के प्रश्नों की चर्चा की।

श्री नवलकिशोर मंडल, सर्कल सेक्रेटरी, झारखंड ने अपने संबोधन में गुजरात सर्कल को AIC के लिए धन्यवाद दिया तथा किट आयटम, अनुकंपा भर्ती, पोस्टमैन को बीट में कार्यरत समय पानी देना, कोटा, OTA रेट पर बात की।

श्री गुलाब रब्बानी, सर्कल सेक्रेटरी, आंध्र सर्कल ने अपने भाषण में कहा कि वे प्रिंसीपल से जीवनयापन करते हैं। श्री नेहरूजी ने कहा था कि पोस्टमैन भारत की पहचान है और वो ही किसी को पहचान सकता है। आधार कार्ड विषय आंध्र में जिस प्रकार सुलझाया गया इसकी पूर्ण जानकारी दी। यह प्रणाली सारे देश में लागू करने की बात की। सायकल बीट अलाउंस, TA DA मेल ओवरसियर, अनुकंपा भर्ती, ग्रुप डी MTS पे स्केल, कडर रिस्ट्रिक्चरिंग, 2005 से 2008 के रिक्त पद, सरल पोस्टमैन परीक्षा पेपर, संगठन का शाखा स्तर से CHQ स्तर तक की कार्यप्रणाली, कोटा भुगतान, पोस्टमैन अस्मिता, पेंशनभोगी कुरियर में काम न करें, पोस्टमैन रिमार्क, MACP, इमानदारी और एक दिवसीय प्रदर्शन सिर्फ P-IV की ओर से इन विषयों पर बातें की।

श्री रहाटे ने अपने भाषण में सर्वप्रथम सौ. सी.पी. नायी का सम्मान करने की बात कही और तुरंत **श्री परमार** मंच पर आये और उन्होंने **सौ. सी.पी. नायी** के स्वागत में चार बातें की और कहा कि उनकी वजह से ही **श्री नायी** अपना वक्त संगठन के लिए दे पाते हैं। **श्रीमती रेवा देवी** का **श्रीमती सोमा घोष** द्वारा सम्मान किया गया।

श्री के. परमार सरकारी निरीक्षक मंच पर उपस्थित हुए। श्री माथुर, CHQ, दिल्ली ने अपने भाषण में सभी का स्वागत करते हुए मान्यवरों का दिल्ली की ओर से सम्मान करने का आवाहन किया और वे सभी सम्मानित किये गये।

श्री परमार सरकारी निरीक्षक जो चुनाव प्रक्रिया के लिए सरकार की ओर से उपस्थित थे उनका श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO ने शॉल, गुलदस्ता देकर सम्मान किया।

श्री सुनील दा, पूर्व प्रेसीडेंट, CHQ ने अपने भाषण में JCA, अन्य संगठन, 28 जनवरी हड़ताल, NAPE Group C की भूमिका।

श्री रजत दा तथा श्री डी. किशनराव की अनुशासनहीनता, ममता दीदी भूमिका, मेंबर वेरीफिकेशन, कन्टनजेंसी पेड कर्मचारियों को DA न मिलना आदि विषयों पर अपने विचार रखे।

श्री सुब्रमण्यम, पूर्व जनरल सेक्रेटरी ने स्वागत पर भाषण दिया।

श्री गोपालन नायर, केरल ने भी सभी का स्वागत किया।

श्री के.वी. कुरुडीगी, कर्नाटक सर्कल ने अपने भाषण में सभी का स्वागत किया। अनेक विषयों पर अपने विचार रखे तथा गुजरात सर्कल ने AIC का आयोजन किया इसकी प्रशंसा की।

श्री बी.एम. घोष द्वारा सदन ने पेश की गयी घटना दुरुस्तियों को ध्वनिमत से पारित किया गया जिनमें प्रमुखतः नयी कार्यकारिणी सदस्य जो जल्द ही रिटायर होनेवाले हैं उन्हें रिटायर होने तक पदों पर आसीन रहने की बात कही गयी है।

इसके बाद एजेंडा अनुसार नये दो सालों के लिए नयी कार्यकारिणी चुनाव का आयटम आया। इस बीच मंच पर श्री रब्बानी ने एलान किया कि अगला AIC आंध्र सर्कल में श्री बालाजी, वेंकटेश्वर, तिरुपति में होगा।

श्री अजमेर सिंह ने एलान किया कि अगली CWC पंजाब सर्कल में होगी।

श्री रहाटेजी ने लेडिज कमेटी के गठन की घोषणा की जिसकी मुख्य प्रवर्तक श्रीमती सोमा घोष, वेस्ट बंगाल होगी तथा प्रवर्तक श्रीमती वैशाली सुनील झुंझारराव, महाराष्ट्र मनोनित की गयी। सदस्य निम्न प्रकार हैं -

Member	• Ms. Sangeeta H. Mhatre	Stg. Postwomen	Nerul PO, New Mumbai, (Maharashtra)
	• Ms. Poonam Vithal Rane	Stg. Postwomen	Samta Nagar PO, N/W Mumbai-400101, (Mah.)
	• Ms. Manda Visave	Stg. Postwomen	Nariman Point PO, Maharashtra South, Mumbai-400021 (Maharashtra)
	• Ms. Selvi S. Vani	Postwoman	Salem HPO, Tamilnadu-636001, Salem East HO

• Ms. R. Radhamony	Postwoman	Kerala GPO, Trivandrum-695001
• Ms. A. Arifa Beevi	Group 'D'/MTS	Thiruvananthapuram- 695001
• Ms. N.J. Jayalekshmi	Postwoman	BG South Dn. Bangalore South, Bangalore-4, Jayanagar (Kerala Circle)
• Ms. Jayalekshmi G.	Postwoman	Royapeth, Chennai-14
• Ms. K. Padmavelthy	Stg. Postwoman	Royapeth, Chennai-14
• Ms. Sreelekha	Postwoman	Vallakkadavod, Thiruvananthapuram-8
• Ms. K. Kalavathy	DSV	Gopalajutim, Chennai-86
• Ms. L.B.S. Vijaylakshmi	Postwoman	T. Nagar, Chennai-17
• Ms. Balasaraswathy	Postwoman	T. Nagar, Chennai-17
• Ms. Mukthirunissia Begam	MTS	Royapeth, Chennai-14
• Ms. Moli Dutta	Postwoman	Hatkhotla RO, Kolkatta-5
• Ms. Mita Desai	Postwoman	Navrangpura HO, Ahmedabad-380009
• Ms. Ramadevi	Postwoman	Thagaryur, Bangalore-28
• Ms. M.M. Dahibarkar	DSV	Samta Nagar PO, N/W, Mumbai-400101, Maharashtra

इसके पश्चात सन् 2012-2014 के लिए नयी कार्यकारिणी के लिए चुनाव प्रक्रिया प्रारंभ हुई। केवल एक ही पैनल जिसे **श्री आर.एल. भंडारी**, पोस्टमैन, नवरंगपूरा, अहमदाबाद, गुजरात सर्कल ने पेश किया तथा जिसे श्री के.एस. लामजे, पोस्टमैन, दहिसर, मुंबई, महाराष्ट्र सर्कल ने अनुमोदित किया सदन के सामने आया।

कोई दूसरा पैनल नहीं होने की वजह से उपरोक्त पैनल सर्व सम्मति से पारित किया गया तथा उसे **श्री डी. त्यागराजन**, सेक्रेटरी जनरल ने स्वयं पढ़कर सुनाया तालियों की गड़गड़ाहट ने इन सब नवनिर्वाचित कार्यकारिणी सदस्यों का स्वागत किया।

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|-----------------------------|-----------------------------|---------------|---|
| 1. President | SHRI C.P. NAYEE | 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 A.K. Solanki | Postman | Manikbaug, Vistar
PO,
Ahmedabad-380015
(Gujarat) |
| | ii. Shri Gulam Rabbani | Group D (MTS) | Hyderabad
GPO-500001,
Hyderabad, (AP) |
| 4. General Secretary | SHRI T.N. RAHATE | Postman | Tank Road PO,
Mumbai-400033,
(Maharashtra) |
| 5. Dy. General Sec. | Shri Subey Singh | Stg. Postman | Krishnanagar HO,
New Delhi-110051
(Delhi) |

6. Asst. General Sec.	i. Shri K. Gunasekhar	Postman	Roya Pettah PO, Chennai-600014 (TN)
	ii. Shri Sunil P. Zunjarrao	Postman	O.E. Ambernath PO Thane Central Div. Thane-421502 (Maharashtra)
	iii. Shri C. Trivikraman Nair	Stg. Postman	Trivandrum GPO- 695001 (Kerala)
	iv. Shri K.V. Kurudigi	Postman	Bangalore GPO, Bangalore-560001 (Karnataka Circle)
7. Org. Secretary	i. Shri Rabindra Nath Biswas	Postman	Ranaghat PO-741201 (West Bengal)
	ii. Shri Nareshchand Sharma	Postman	Meerut HO, City-2, Meerut-252002 (UP)
	iii. Shri Ajmer Singh	Postman	Chandigarh, Sector-23 PO Chandigarh-160023 (Punjab Circle)
	iv. Shri I.L. Yadav	Postman	Jabalpur HO (Madhya Pradesh)
8. Treasurer	Shri Jagdish Kumar Sharma		Group D (MTS) I.P. HO, Delhi-110 002 (Delhi)

9. Auditor	i. Shri Shafiq Shah	Postman	Shopian PO, C/o SPM Shopian, J&K-192303
	ii. Shri S.B. More	Postman	Antop Hill PO, Mumbai-400037
	iii. Shri K.K. Kaushik	Postman	Malakgunj PO, Delhi-110071
	iv. Shri Navalkishore Mandal	Postman	Doranda HO, Ranchi-834002 (Jharkhand)
	v. Shri K.M. Parmar	Postman	Manikbaug, Vistar PO, Ahmedabad- 380015

चुनाव प्रक्रिया श्री के.एम. परमार, निरीक्षक तथा अधिक्षक, डाकघर, बनासकांठा विभाग के निरीक्षण में संपन्न हुआ।

श्री सी.पी. नायी, अध्यक्ष, CHQ ने सभी के प्रति सादर आभार प्रगट किया तथा AIC का समापन हुआ। इस अधिवेशन के दौरान निम्नलिखित कमेटियों का सर्वसम्मति से गठन हुआ।

Advisory Committee

1. Chief Convener	Shri B.M. Ghosh	West Bengal
2. Member	i. Shri P.V. Subramaniam	Tamil Nadu
	ii. Shri Gopala Nayar	Kerala
	iii. Shri K.S. Mokal	Mumbai GPO, Mumbai-400001
	iv. Shri Jaipal Singh	Rohtak HO, (Haryana)

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- | | | |
|-----|-----------------------------|---|
| v. | Shri Ashok Kumar | Patna GPO, (Bihar) |
| vi. | Shri D.K. Srinivase Acharya | Bangalore GPO,
Bangalore-560006
(Karnataka) |

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- | | | | |
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| | ii. Shri K.V. Kurudasi | Postman | Bangalore GPO-
560001 |
| | iii. Shri Gautam Shukla | Group 'D'/MTS | Kanpur HO, UP-
208001 (UP) |
| | iv. Shri I.L. Yadav | Postman | Jabalpur HO, (MP) |
| | v. Shri R.L. Bandari | Postman | Navrangpura PO,
Ahmedabad-
389009, (Gujarat
Circle) |

चुनाव प्रक्रिया समाप्त होने के बाद बाकी बचे हुए एजेंड आयटम पर चर्चा हेतु AIC की कार्रवाई तारीख 2-5-2012 तक बढ़ाई गयी। और बाकी बचे हुए एजेंड आयटम पर विस्तृत चर्चा करने के लिए रिजोलेशन बनाया गया।

AIC का समापन तारीख 2-5-2011 को सभी के सहयोग से पूर्ण हुआ एवं श्री सी.पी. नायी ने AIC में सभी उपस्थित डेलीगेट, विजीटर, नेतागण का आभार व्यक्त किया।

- सही -

(टी.एन. रहाटे)

जनरल सेक्रेटरी और प्रेसीडेंट FNPO

‘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, पोस्मैन 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)

All Important DO Orders or Letters Received From DOPT

**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)

**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

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

No. 21-1/2011-E.II(B)
Government of India
Ministry of Finance
Department of Expenditure

North Block, New Delhi,
Dated : 5th Aug. 2013

OFFICE MEMORANDUM

Sub: Grant of Transport Allowance to Orthopaedically handicapped Central Government Employees.

The undersigned is directed to refer to this Ministry's Office Memorandum No. 19029/1/78-E.IV(B) dated 3rd December, 1979, as amended from time to time and to say that the criteria for orthopaedically handicapped employees to draw Transport Allowance at double the normal rates has been reviewed in consultation with the Ministry of Health & Family Welfare. It has been decided that in partial modification of para 1 of Office Memorandum dated 3rd December, 1979 referred above, Double Transport Allowance shall be allowed to an orthopaedically Handicapped Government employee if he or she has a minimum of 40% permanent partial disability of either one or both upper limbs or one or both lower limbs **OR** 50% permanent partial disability of one or both upper limbs and one or both lower limbs combined. The other conditions of O.M. dated 3rd December, 1979 for granting Double Transport Allowance to orthopaedically handicapped Central Government employees shall remain unchanged.

Sd/-

(K.R. Sharma)

Under Secretary to the Government of India

To,

All Ministries and Departments of the Government of India
(as per standard distribution list.)

Copy to : C&AG and UPSC etc. as per standard endorsement list
(with usual number of spare copies).

ESIC Orders - Clarification on grant of CCL and other related benefits for the third Child, in case of second surviving child...

No.A-24020/01/2013-SS.I
Government of India/Bharat Sarkar
Ministry of Labour & Employment/Shram Aur Rozgar Mantraylya
Social Security Division/Samajik Surakasha Prabhag

Shram Shakti Bhawan, New Delhi.
Dated the 30th July' 2013

To,
The Director General,
ESI Corporation,
Panchdeep Bhawan,
CG Marg,
NEW DELHI 110002.

Subject: Clarification regarding grant of CCL and other related benefits - reg.

Sir,

I am directed to refer to ESIC's letter bearing No. A-40/11/5/2012-E.III dated 27.05.2013 on the subject mentioned above and to say that the matter has been examined in consultation with Department of Personnel and Training.

The DOPT has observed that the Second child has been given away in adoption and the female government servant is no longer having the custody or legal right of such child. In case, she has not availed CCL and other related benefits in respect of her second child, the said woman is entitled to CCL and other related benefits for the third Child (second surviving child in this case).

ESIC is, therefore, requested to take appropriate administrative decision in the matter.

Yours' faithfully,
Sd/-
(SUBHASH KUMAR)
Under Secretary

Source : www.esic.nic.in

Recommendations made on various issues relating to casual labourers by Shri Monojit Kumar Committee



सत्यमेव जयते

ANIL KUMAR

Dy. Director General (Establishment)

D.O. No. 4-4/2009-PCC (Pt.)



महिला सशक्तिकरण वर्ष
Women's Empowerment Year 2001

D.O. No.

भारतीय डाक विभाग
(संचार मंत्रालय)
डाक भवन, संसद मार्ग,
नई दिल्ली-110 001

Department of Posts, India
(Ministry of Communications)
Dak Bhawan, Sansad Marg,
New Delhi-110 001

Dated 12th Aug 2013

Dear Sir/Madam,

As you are aware, the recommendations made on various issues relating to casual labourers by Shri Monojit Kumar Committee are under examination by an implementation committee headed by Shri Vishvapavan Pati, PMG, Hyderabad Region, constituted by this Directorate vide Order No. 4-4/2009-PCC (Pt.) dt. 15.07.2013. One of the term of reference assigned to the Committee is "formulation of an action plan for implementing the Uma Devi Judgement of Supreme Court" in compliance to DoPT OM No. 49019/1/2006-Estt (C) dt. 11th Dec 2006 (copy enclosed).

2. The said Committee is of the considered view that it would be possible to formulate an action plan provided the Committee is empowered with the material information on the issue. Accordingly, a hard copy of the formats provided by the said Committee is enclosed for providing the requisite information in the MS Excel formats (Annexure I & II) duly compiled at Circle level after getting the same from all Unit Heads in a time bound manner.

3. As the matter is of utmost importance, I request you to look into the matter personally and arrange to provide the updated information in Annexure-1 & 2, before 23.08.2013 duly compiled at Circle level under the signature of DPS (HQ) with a certificate that the same has the specific concurrence of CIFA and approval of the CPMG.

With warm regards,

Yours sincerely,
Sd/-
(Anil Kumar)

All Heads of Circle (By Name)

Frequent Meetings/melas on Holidays and Sundays

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

Dak Bhawan, Sansad Marg,
New Delhi - 110 001

No. 08/15/2011-SR

Dated the 09th January, 2012

To
All Heads of Postal Circles.

Subject :- Organizing frequent meetings/melas on holidays and Sundays - denial of legitimate rights to the employees to avail Sundays etc.

Sir/Madam,

I am directed to refer to the instructions contained in Department's Letter No. 16/56/2011-SR dated 08.7.2011 on the above mentioned subject (copy enclosed). Vide the aforesaid letter, it was notified to all concerned that meetings/melas etc. on holidays and Sundays may not be held in a routine manner.

2. However, the staff side will have grievance that some of the lower authorities are still compelling the staff to attend melas and meetings on Sundays and holidays. In the light of discussions held with the staff side, it is reiterated that the instructions contained in the Department's letter under reference may be followed in letter and spirit.

Yours faithfully,


(Subhash Chander)
Director (SR & Legal)

Encl.: As above.

Copy to- Secretaries General of NFPE and FNPO.

**ATTENTION CIRCLE/DIVISIONAL SECRETARIES
SEXUAL HARASSMENT CASES
SECRETARY (POSTS) TAKES A SERIOUS VIEW**

Of late, reports are being received from various circles/Divisions regarding abnormal delay on the part of the Divisional and Circle administration in conducting enquiry in sexual harassment cases. In some circles even the Circle level Committee for prevention of Sexual Harassment is yet to be constituted. Due to the above reasons, the complainants are put in to much mental agony and further harassment. The matter was brought to the notice of the Secretary, Department of Posts and she has taken a serious view of the subject, Secretary has assured speedy action in all such cases. Secretary (Posts) further desires to have full details of each case pending in various Divisions/Circles All Circle/Divisional Secretaries are requested to send a detailed report immediately regarding the pending sexual harassment cases.

Condolence

We regret to inform that our beloved leader Mr. K.R's wife passed away on 17th August, 2013 leaving her family in bereaved state. FNPO/NUPE P-IV convey its heartfelt condolences to the bereaved family. And pray's to the God that her soul may rest in peace.

Also I would like to pay my tribute to Late Shri L.B. Gurav who left for heavenly abode on 24 October, 2013. He was one of the important pillar of FNPO/NUPE. He provided me immense help in drafting letters. I will never forget his valuable contribution in journey of FNPO/NUPE. His sudden demise has left all of us in deep sorrow.

During the period since last AIC was held so many dignitaries, political leaders, our Union leaders and followers or their family members have expired. Also many police officers, police constables and innocent members of public lost their lives. I, on behalf of NUPE P-IV CHQ and CWC members pay homage to their departed soul and pray for their soul to rest in peace.

GOVT'S Reply for the Letters Written by GS

Clarification on grant of one increment in pre-revised pay structure - Finance Ministry

F. No. 1/1/2008-IC
Government of India
Ministry of Finance
Department of Expenditure

North Block, New Delhi

Dated the 22nd May, 2013

OFFICE MEMORANDUM

Subject : Grant of one increment in **pre-revised pay scale - OM dated 19.3.2012** - clarification regarding.

The undersigned is directed to invite a reference to this Ministry's Office Memorandum of even no. dated 19.3.2012 which provides that those Central Government employees who were due to get their annual increment between February to June during 2006, may be granted one increment as on 1.1.2006 in the pre-revised pay scale as a one time measure and, thereafter, will get the next increment in the revised pay structure on 1.7.2006.

2. As per this Ministry's OM No. F. No. 1/1/2008-IC dated 30th August, 2008, fitment tables have been prescribed in Annexure-1 thereto, specifying the stages of revised pay in the revised pay band with reference to each stage of pre-revised pay in various pre-revised pay scales. As per the fitment tables, the stage of revised pay in the pay band has been mentioned at the same stage in respect of two consecutive pre-revised stages of pay in cases of certain pre-revised scales.

3. This Ministry has been receiving references as to whether in cases where the fitment table provides for the same revised stage in case of two consecutive pre-revised stages in a particular pre-revised scale of pay, the benefit of bunching is admissible after grant of one increment in the pre-revised pay scale by virtue of this Ministry's OM dated 19.3.2012.

4. The matter has been considered and it is clarified that Fitment Table contained in the aforesaid OM dated 30.8.2008 is to be strictly followed for fixation of pay in the revised structure without any deviation.

5. In cases where the stages of fixation of pay in the revised pay band as per fitment table contained in the aforesaid OM dated 30.8.2008 provides for the same revised stage in the Pay Band with reference to two consecutive stages of pre-revised pay in the corresponding pre-revised scales, then in such cases due to application of this Ministry's OM dated 19.3.2012, there will be no change in the revised pay as on 1.1.2006, if the revised stage with reference to the pre-revised pay after accounting for one increment in the pre-revised scale does not undergo any change as per the Fitment Table. It is also clarified that no further bunching will be allowed in such cases and no re-fixation of pay will be admissible in the revised pay as on 1.1.2006.

Sd/-

(Amar Nath Singh)

Deputy Secretary to the Government of India

Source : www.finmin.nic.in

Reference Orders....

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. (OM dated 19.3.2012)

Central Civil Services (Revised Pay) Rules, 2008 - the re-exercise of option under Rule 6 of the Central Services (Revised Pay) Rules, 2008 in case of employees covered under the OM dated 19.3.2012. (OM dated 3.1.2013)

No. 10-9/2013-SR
Government of India
Ministry of Communications & IT
Department of Posts
(S.R. Section)

Dak Bhawan, Sansad Marg
New Delhi dated the 1st May, 2013

**Subject :To provide mediclaim policy to the employees of the
Postal Department in lieu of CGHS and AMA facility.**

Kindly find enclosed letter No. P-IV/Provide mediclaim policy/CGHS/2013 dated 22/04/2013 (in original) received from General Secretary, All India Postal Employees Union Postmen & MSE Group 'D' on the above subject for necessary action at your end.

Sd/-
(Arun Malik)
Director (SR & Legal)

The ADG (Medical)
Department of Posts
Dak Bhawan, New Delhi

Copy to:

T.N. Rahate
General Secretary & President FNPO
National Union of Postal Employees
Central Head Quarters
Delhi - 110 054

Reply

No. A-34012/05/2011-DE (Part)
Government of India
Ministry of Communications & IT
Department of Posts
(DE Section)

Dak Bhawan, Sansad Marg,
New Delhi-110001

Dated the 16th May, 2013

Shri T.N. Rahate
General Secretary, NUPE Postmen/MTS
Dalvi Sadan
Khurshid Square,
Civil Lines, P&T Colony
Delhi 110054

Sub : Conducting of Departmental Examinations

I am directed to refer to your letter No. NU/P-IV/Covert understanding/direct examination/2013 dated 22-4-2013 on the above issue.

2. The apprehensions expressed and allegations taken up have been examined comprehensively in this Directorate. It is seen that the allegations are devoid of any merit and the allegations are not based on facts. The factual position is as explained below:
3. As per the agreement entered into, the agency is designing OMR answer scripts in three colors and the correct options are to be marked in blue or black ball pen, by the candidates, such that, the impressions are legible and appear in carbon less copy also. Besides the above, the instructions are printed on the first page of each question paper of departmental examination and PA/SA aptitude test to the effect that *“use blue or black ball point pen for filling boxes on the OMR sheet. The circles in the OMR answer sheet are to be completely filled by using blue or black ball point pen.”* This is being observed for all departmental examinations, and there is no grievance reported against this aspect so far.
4. However, in view of the apprehensions expressed by you, the agency has again been instructed to ensure that the above instructions are scrupulously observed and there should not be any deviation from them under any circumstance.
5. This issues with the approval of Competent Authority.

Sd/-
(Rakesh Sharma)
Section Officer (DE)

Reply

सं. 63/ईV/2013

भारत सरकार

वित्त मंत्रालय

व्यय विभाग

नई दिल्ली, 6 अगस्त, 2013

विषय : Opposing and suggestion towards propose increase in the retirement age of the Central Government Employee from 60 to 62 years के संबंध में Shri T.N. Rahate का अभ्यावेदन।

अधोहस्ताक्षरी को शिकायत (शिकायत) के निवारण/उन पर उपयुक्त कार्रवाई हेतु उपर्युक्त व्यक्ति/प्रधानमंत्री कार्यालय/राष्ट्रपति सचिवालय/मंत्रिमंडल सचिवालय से प्राप्त पत्र/अभ्यावेदन संलग्न करने का निदेश हुआ है। यह भी अनुरोध किया जाता है कि प्रार्थी को उपयुक्त रूप से सूचित किया जाए।

- सही -

अनुभाग अधिकारी (ईV)

संलग्न : यथोक्त

सेवा में

Department of Personnel and Training

North Block

New Delhi

प्रतिलिपि :- Shri T.N. Rahate, National Union of Postal Employees, Postmen & Group-D/Multi Tasking Staff Group 'C' Central Head Quarters, Delhi-110 054

Non-writing of clear remarks / reasons by postmen for non-delivery of Speed Post and Registered Post articles

एस.के. सिन्हा

मुख्य महाप्रबन्धक, (डाक व्यवसाय)

S.K. Sinha

Chief General Manager, (Mail Business)

Tel.: (+91-11) 23096091

Fax.: (+91-11) 23096190

ई-मेल/E-mail : cgm_mb.dop@nic.in



RIGHT TO
INFORMATION



सत्यमेव जयते

डाक विभाग

संचार एवं सूचना प्रौद्योगिकी मंत्रालय

भारत सरकार

डाक भवन, नई दिल्ली-110 001

Department of Posts
Ministry of Communications & IT
Government of India
Dak Bhawan, New Delhi-110 001

D.O. No. 30-27/2011-D

Dated 13-09-2013

This is regarding non-writing of clear remarks / reasons by postmen for non-delivery of Speed Post and Registered Post articles.

2. While hearing a Civil Case, Hon'ble Metropolitan Magistrate, Delhi had recently observed that the clear remarks / reasons for non-delivery on Speed Post and Registered Post articles sent by the Court for delivery of summons / notices were not being recorded on the article by postmen. Hon'ble Court has taken a serious note of the matter and directed the Department to ensure that reasons for non-delivery of Speed Post / Registered articles are recorded in a clear manner and special care is taken in delivery of court summons / notices.

3. As you are aware, postmen are required to record reasons for non-delivery of Speed Post / Registered Post articles on the article. Besides, the delivery P.O. concerned is also required to enter the reasons for non-delivery in Speed Post / Meghdoot at the time of uploading the delivery information.

4. I would, therefore, request you to advise all delivery post offices to ensure that reasons for non-delivery of Speed Post and Registered articles are clearly recorded by the postmen on the article, and that these remarks are also entered in Speed Net / Meghdoot at the time of uploading delivery information. All delivery post offices may also be instructed that they should pay adequate attention towards delivery of Court notices / summons sent by Speed Post or Registered Post. Name of the recipient may also be entered at the time of uploading delivery information so that the same appears on the online tracking system.

5. An action taken report in this regard may be sent within a week positively so that the Hon'ble Court may be apprised of the matter during the hearing of the case on 20-09-2013.

With regards,

Yours Sincerely,

Sd/-

(S.K. Sinha)

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.

GDS Related Orders

F. No. 6-11/2009-PE.II (Vol. III)
GOVERNMENT OF INDIA
MINISTRY OF COMMUNICATIONS AND I.T.
DEPARTMENT OF POSTS
(POSTAL ACCOUNTS WING)
DAK BHAWAN, SANSAD marg, NEW DELHI-110001

22nd Aug., 2013.

TO

1. ALL HEADS OF CIRCLES,
2. ALL HEADS OF POSTAL ACCOUNTS OFFICES.

SUBJECT : Payment of Severance Amount and accumulations under Service Discharge Benefit Scheme (SDBS) in case of Gramin Dak Sevaks death while in service-Reg.

It has been brought to the notice of this Directorate that the claims of accrued Severance Amount as well as the accumulations under Service Discharge Benefit Scheme are not being settled in favour of the nominees / legal heirs of deceased Gramin Dak Sevaks, by several Circles even after their death occurred years ago. This is a very serious lapse on part of the erring Circles/offices inspite of the fact that relevant provisions in the Service Discharge Benefit Scheme Regulations - 2011 (Provisional), are very clear in this regard.

2. The relevant **“Para-12: Death while in service”** of these Regulations is reproduced below for information and necessary action by all concerned:

“12.DEATH while IN SERVICE.-(a). In the event of death of Gramin Dak Sevaks while in service, the nominee(s)/legal heir(s) will have **an option either to receive** the entire accumulations in the late GDS's **PRA** till the day of death, **as lump sum**, or to continue to be enrolled under the scheme, if they so desire. In that case, he or she (the nominee/Legal Heir) will have to subscribe to the scheme personally from their own pocket, after following the Know Your Customer (KYC) procedure and the Government shall bear no responsibility and/or have any liability, whatsoever, for making further contributions, etc., to the scheme on behalf of such deceased Gramin Dak Sevak or to the payment of any accumulated/exit value to such nominee(s)/legal heir(s).

(b) The PR Account, so continued and operated by the nominees/legal heirs of the deceased Gramin Dak Sevaks, as per sub para (1) above, shall continue till the month by which the deceased Gramin Dak Sevak could have attained the age of normal discharge (65 years at present), after which 40 per cent of the accumulated balance available in the PRA shall be required to be invested in an annuity scheme and 60 per cent thereof shall be paid to the nominee/legal heir(s) for utilization as per their discretion as is done in the case of a GDS being discharged from his engagement with the department on completion of the normal age of such engagement.”

Payment of Severance Amount and Accumulating under Service Discharge Benefit Scheme (SDBS) in case of GDS Death while in Service - Reg.

3. It is enjoined upon all concerned that in case of death of the GDS while in service, the provisions of the above para should be followed strictly without fail. The Circles where such type of cases are pending, will please have the claims/cases of the nominees/legal heirs of the deceased GDS settled immediately, within one month in any case and compliance reported.

4. Kerala Circle may also furnish compliance / Status of the case of late Shri N.J. Joseph, GDS MD, Iritty PO, Thalassery Division of their Circle, who died on 26-9-2011, by return post.

Receipt of this letter may kindly be acknowledged to Shri Shankar Prasad, Asstt. Director General (Establishment), by return fax/post.

Sd/-

(Anil Kumar)

Deputy Director General (Estt.)

Tele: 011-23036795

Telefax: 011-2306093

Copy To :

1. The Deputy Director General (PAF), Department of Posts, Dak Bhawan, New Delhi-1
2. Shri Chandrasekhar Tilak, Executive Vice President, National Security Depository Ltd., Central Record Keeping Agency, 4th Floor, 'A' Wing, Trade World, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai-400013
3. Shri Puskal Upadhyay, General Manager, - Pension Fund Regulatory and Development Authority, 1st Floor, ICADR Building, Plot No. 6, Institutional Area Phase-II, Vasant Kunj, New Delhi-110070.
4. Guard File
5. All recognised Service Unions/Federation.

Sd/-

(Shankar Prasad)

Asstt. Director General (Estt.)

Tele: 011-23036268

**Grameen Dak Sevaks (GDS) -
Working Strength, Service benefits & Welfare Schemes**

GOVERNMENT OF INDIA
MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY
LOK SABHA

UNSTARRED QUESTION NO 1402

ANSWERED ON 06.03.2013

GRAMEEN DAK SEVAKS

1402 . Shri DILIP SINGH JU DEV

Will the Minister of COMMUNICATIONS AND INFORMATION TECHNOLOGY be pleased to state:-

- (a) the number of Grameen Dak Sewaks working in post offices in various States including Chhattisgarh tribal region, State-wise;
- (b) the monthly stipend being paid to these Sewaks;
- (c) whether the Government proposes to increase their stipend in view of steep rise in inflation and also introduce welfare measures for them; and
- (d) if so, the details thereof and if not, the reasons therefor?

ANSWER

THE MINISTER OF STATE IN THE MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY (Dr. (Smt.) KILLI KRUPA RANI)

- (a) As on 01.01.2013, the total working strength of various categories of Grameen Dak Sewaks is 263326 including 2458 Grameen Dak Sewaks working in Chhattisgarh Tribal Region. State-wise and UT wise details is at Annexure I.
- (b) Grameen Dak Sewaks are paid Time Related Continuity Allowance (TRCA) & other admissible allowances as approved by Cabinet and not stipend, the details of which are at Annexure II.

(c) Grameen Dak Sewaks are in receipt of Dearness Allowance which is linked to price rise/ inflation on the admissible TRCA at the same rate as allowed to regular Central Government employees and which is revised twice in a year based on price index. The Government has also introduced various welfare measures for these Grameen Dak Sewaks.

(d) The details of welfare measures introduced for the Grameen Dak Sewaks are at Annexure III.

LOK SABHA ANNEXURE UNSTARRED QUESTION NO. 1402 DATED 6.03.2013

ANNEXURE I

Sr. No.	Name of Circle/State/UTs	Working Strength of Gramin Dak Sevaks as on 01.01.2013							
		GDS SPM	GDS BPM	GDS MD	GDS MC	GDS MP	GDS SV	Others	Total
1	Andhra Pradesh	0	13139	4694	4242	1941	175	2646	26837
2	Assam	0	3216	2906	1639	283	39	371	8454
3	Bihar	0	6307	5165	2598	360	86	553	15069
4	Chhattisgarh	0	2423	855	1545	147	13	26	5009
5	Delhi	0	77	26	14	24	30	6	177
6	Gujarat	0	6768	4619	1396	702	63	296	13844
6a	Dadar & Nagar Haveli (UT)	0	5	45	0	0	0	0	50
6b	Daman & Diu (UT)	0	7	17	0	0	0	2	26
7	Haryana	0	1972	1050	708	233	18	4	3985
8	Himachal Pradesh	0	2247	2614	1068	312	13	61	6315
9	Jammu & Kashmir	0	1368	506	754	95	8	0	2731
10	Jharkhand	0	2461	1539	1286	154	35	407	5882
11	Karnataka	0	7777	4681	1235	1789	66	249	15797
12	Kerala	0	3443	5765	852	1259	138	165	11622

12a	Lakshadweep (UT)	2	1	1	0	5	0	0	9
12b	Puducherry (UT)	0	3	5	1	1	0	0	10
13	Madhya Pradesh	0	5632	2498	4056	290	22	229	12727
14	Maharashtra	0	10122	6939	1644	1115	46	27	19893
14a	Goa (State)	0	147	128	21	54	1	2	353
	North East	0	0	0	0	0	0	0	0
15	Arunachal Pradesh (State)	0	198	166	27	30	2	11	434
16	Manipur (State)	0	591	495	627	40	1	1	1755
17	Meghalaya (State)	0	332	389	262	41	0	0	1024
18	Mizoram (State)	0	285	234	281	12	0	98	910
19	Nagaland (State)	0	279	254	237	35	3	0	808
20	Tripura (State)	0	514	416	290	53	1	65	1339
21	Orissa	1	5798	4863	3209	929	41	110	14951
22	Punjab	0	2831	1642	960	227	15	0	5675
22a	Chandigarh (UT)	0	8	13	0	16	2	0	39
23	Rajasthan	0	7460	2371	3014	439	37	49	13370
24	Tamil Nadu	0	8656	8475	1325	2168	269	682	21575
24a	Puducherry (UT)	0	41	49	0	15	4	0	109
25	Uttar Pradesh	0	12659	10991	4127	1311	315	1262	30665
26	Uttarakhand	0	2122	2218	1322	236	9	217	6124
27	West Bengal	0	5370	4985	3337	777	315	339	15123
28	Sikkim (State)	0	53	74	19	5	0	0	151
28a	Andaman & Nicobar (UT)	0	171	203	102	0	8	0	484
	Total	3	114483	81891	42198	15098	1775	7878	263326
	Chhattisgarh Tribal Region	0	1068	422	911	48	2	7	2458

Annexure II

**Time Related Continuity Allowance (TRCA) of Gramin Dak Sevaks
[Implemented w.e.f. 01.01.2006]**

S. No.	Category of Gramin Dak Sevaks (GDS)	TRCA effective from 01.01.2006	For Work load (in hours)
1	GDS Branch Postmaster	Rs 2745-50-4245 Rs 3200-60-5000 Rs 3660-70-5760 Rs 4115-75-6365 Rs. 4575-85-7125	Up to 3 hours More than 3 hours and up to 3 hours 30 min More than 3 hours 30 min and up to 4 hours More than 4 hours and up to 4 hours 30 min More than 4 hours 30 min and up to 5 hours
2	GDS Mail deliverer/ Stamp Vendor	Rs 2665-50-4165 [for new entrants] Rs 3330-60-5130 Rs 4220-75-6470	Up to 3 hours More than 3 hours and up to 3 hours 45 min More than 3 hours 45 min and up to 5 hours
3	GDS Mail Carrier/ Packer/ Mailman	Rs 2295-45-3695 [for new entrants] Rs 2870-50-4370 Rs 3635-65-5585	Up to 3 hours More than 3 hours and up to 3 hours 45 min More than 3 hours 45 min and up to 5 hours

Note: Besides the TRCA, the GDSs also get Dearness Allowance at the same rate as admissible to Central Government employees. Gramin Dak Sevak Branch Postmasters get Office Maintenance Allowance @ Rs.100/- per month & Fixed Stationery Charges @ Rs.25/- per month. Other categories like Gramin Dak Sevak Mail Deliverers and Mail Carriers get Cycle Maintenance Allowance @ Rs.60/- per month.

Annexure III

EXISTING WELFARE SCHEMES INTRODUCED FOR GRAMIN DAK SEVAKS

1	Maternity Grant	Women GDS are provided Maternity Grant for each child up to the birth of maximum of two children limited to maximum of two confinements resulting into birth of first two children only during the entire engagement period of a Woman GDS equivalent to three months TRCA with DA. Women GDS's like Mail Deliverer and Mail Carrier have also been prescribed to be considered for lighter duties wherever possible during the pre and post confinement period.
2	Maternity Leave	Women GDS have also been provided to be granted maternity leave not exceeding six months covering the pre and post confinement period.
3	Extra Departmental Group Insurance Scheme	Gramin Dak Sevaks are provided with insurance coverage of Rs. 50000/- under the Group Insurance Scheme available to them on death.
4	Service Discharge Benefit Scheme	A Service Discharge Benefit Scheme has been introduced by the Government for the benefit of Gramin Dak Sevaks working in the Department of Posts on monthly contribution basis (from Department's side only @ Rs. 200/-pm) devised on the basis of New Pension Scheme (NPS)-Lite scheme launched by the Pension Fund Regulatory & Development Authority (PFRDA). This Scheme has been offered in lieu of the existing Severance Amount Scheme on an optional basis for the existing Gramin Dak Sevaks while it is mandatory for the new Gramin Dak Sevaks entering into service with effect from 01.01.2011. The Scheme provides a certain percentage as lump sum at the time of discharge plus mandatory investment of certain percentage in annuity that would provide them monthly benefits in the shape of pension.
5	Leave	Gramin Dak Sevaks are allowed to be granted 20 days paid leave in a year without accumulation.
6	Limited Transfer Facility	Gramin Dak Sevaks are provided with the facility of limited transfer in cases of posting at a distant place on redeployment in the event of abolition of the post, on being appointed on compassionate grounds and posted at distant place, on marriage/ remarriage of woman GDS, on suffering extreme hardship due to a disease and for medical attention/treatment of self on production of valid medical certificate from the medical officer

		<p>of a Government Hospital and on requirement of looking after the welfare of a physically handicapped/mentally handicapped person/dependant requiring to move to different places to give support to such dependant. Such facility is provided for only one transfer during the entire career and on rendering a minimum service of 3 years subject to fulfillment of other conditions. Based on recommendation made by one man Committee, an exception has been made for women Gramin Dak Sevaks, who availed the transfer facility on the ground of extreme hardship due to a disease and for medical attention/treatment before their marriage and now they can avail the facility for a second time in the event of their marriage/re-marriage.</p>																											
7	Assistance from Welfare Fund	<p>Following assistance from welfare fund are allowed to the Gramin Dak Sevaks:-</p> <table border="1"> <thead> <tr> <th>S. No.</th><th>Name of Welfare Scheme</th><th>Admissible amount of Financial Assistance</th></tr> </thead> <tbody> <tr> <td>1</td><td>Financial Assistance in case of death</td><td>Rs. 7000/-</td></tr> <tr> <td>2</td><td>Death occurring due to enemy action in war or border skirmishes or action against militants, terrorists, extremists, etc.</td><td>Rs. 1,50,000/-</td></tr> <tr> <td>3</td><td>Funeral Expenses*</td><td>Rs.500/-</td></tr> <tr> <td>4</td><td>Nutritional diet to the GDS suffering from Tuberculosis :</td><td></td></tr> <tr> <td>(a)</td><td>Indoor treatment.</td><td>Rs.400/- p.m.</td></tr> <tr> <td>(b)</td><td>Outdoor treatment.</td><td>Rs.200/- p.m.</td></tr> <tr> <td>5</td><td>Financial Assistance in case of prolonged and serious illness / major surgeries</td><td>Rs. 5000/-</td></tr> <tr> <td>6</td><td>Scholarship and bookaward scheme</td><td>To ensure better coverage for GDSs, their wards be granted relaxation by 10% marks as in case of SCs/STs and OBCs, in so far as grant of book award is concerned.</td></tr> </tbody> </table> <p>* Payable from the Circle Welfare Fund, only in cases in which last rites of deceased Postal Employee are performed by brothers or sisters or near relatives in the absence of any other next of kin.</p>	S. No.	Name of Welfare Scheme	Admissible amount of Financial Assistance	1	Financial Assistance in case of death	Rs. 7000/-	2	Death occurring due to enemy action in war or border skirmishes or action against militants, terrorists, extremists, etc.	Rs. 1,50,000/-	3	Funeral Expenses*	Rs.500/-	4	Nutritional diet to the GDS suffering from Tuberculosis :		(a)	Indoor treatment.	Rs.400/- p.m.	(b)	Outdoor treatment.	Rs.200/- p.m.	5	Financial Assistance in case of prolonged and serious illness / major surgeries	Rs. 5000/-	6	Scholarship and bookaward scheme	To ensure better coverage for GDSs, their wards be granted relaxation by 10% marks as in case of SCs/STs and OBCs, in so far as grant of book award is concerned.
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8	Compassionate Engagement	A new transparent Scheme for engagement of dependents GDS on compassionate grounds with merit points and procedure for selection has been introduced allocating points for each attribute of indigence on a 100 Point Scale. Spouse [widows] has been allowed 15 grace points over and over. Hard and deserving cases have been prescribed as cases over and above 50 Points.
9	Medical Facilities	GDS being a separate and distinct category, they are not covered by CS (MA) Rules and they are also not extended the CGHS facility. Under the existing provisions, they are allowed financial assistance to the extent of Rs. 5000/-from Circle Welfare Fund provided such GDS must have put in at least six years of service in the Department, treatment should have been taken from Government hospital and produced medical certificates and the illness is at least 2 months old. Regional/ Circle Heads have been conferred discretionary powers to sanction financial assistance to the extent of Rs. 10000/- in each case. In rare and exceptional circumstances, further financial assistance can also be considered from Central Welfare Fund.
10	Avenues for absorption on regular departmental posts	GDS being Extra Departmental, their absorption as departmental employee to the cadre of MTS/Postman/PA is through direct recruitment under the statutory recruitment rules. Under the statutory Recruitment Rules of the cadre of MTS, GDS are considered for 25% vacancies against seniority quota and further 25% vacancies through Limited Departmental Examination (LDE). As per Recruitment Rules of Postman cadre, GDS are considered against 50% vacancies through LDE. In addition, GDS can also be considered for direct recruitment to the post of Postal Assistant (PA) / Sorting Assistant (SA) against unfilled promotion quota vacancies of PA/SA on the basis of examination subject to fulfillment of the following conditions as on 01st January of the vacancy year:- (i) GDS should have obtained at least 50% marks in 10+2 standard or 12th class with English as a compulsory subject (excluding vocational streams) and have put in a minimum service of 5 years (ii) They should be within 30 years of age (35 years for SC/ ST & 33 years for OBC)

No. 17-17/2010-GDS
Government of India
Ministry of Communications & IT
Department of Posts
(GDS Section)

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated : 20-10-2013

**SUBJECT : SCHEME FOR ENGAGEMENT OF A DEPENDENT OF DECEASED GDS
ON COMPASSIONATE GROUNDS - MERIT POINTS AND PROCEDURE FOR
SELECTION - CLARIFICATION REGARDING**

This has the reference to your office letter No. Staff/175-SEL/2013 dated 29-08-2013 on the subject cited above.

2. In this context, it may be clarified that the Scheme was initially introduced in case of GDS subject to the same conditions applicable to regular employees under No. 43-212/79/Pen dated 04-08-1980. With the introduction of the merit points and procedure for selection under letter of even number dated 14-12-2010 as amended from time to time, all conditions applicable to compassionate appointment scheme relating to regular employees continue to apply in matters where the Scheme does not envisage a specific provision in the context of compassionate engagement of a dependent of the GDS (in case of death only).

3. However, the doubts raised are clarified as under, which are in conformity with the provisions applicable to regular employees -

S. No.	Point of Doubt	Clarification
1.	Whether in case of death of GDS staffs, some points/score system for “outstanding liabilities for Education/Marriage of dependent children” will be similarly applicable to unmarried sisters (whether minor or major) in case of unmarried deceased official?	Yes. Brother or sister in case of unmarried GDS are considered as dependent family members for the purpose of consideration of engagement on compassionate grounds.

2.	In a case where the son of the deceased official who is applying for the job have attained majority age, working as cultivator, married and is having children, will be, his wife and children be considered as dependent of the deceased official or only he will be considered (without considering his wife and children as dependent) for earning points/scores for compassionate appointment?	None. A married son is not considered dependent on a GDS.
3.	What is the definition of family for considering, compassionate appointment cases, whether grandchild/grandchildren of the deceased official (blood relation) will also be considered part of the family of dependent/liability for education and marriage (in case of granddaughter) for earning points/scores for compassionate appointment?	No. The Scheme was initially introduced in case of GDS subject to the same conditions applicable to regular employees under No. 43-212/79/Pen dated 4-8-1980. The term defined in case of regular employees holds good in case of GDS also. Grandchild/children are not considered dependent on a GDS. Dependent Family Member for the purpose means: (a) Spouse; or (b) Son (including adopted son); or (c) Daughter (including adopted daughter); or (d) Brother or sister in case of unmarried GDS.
4.	Whether brother also is a dependent of the deceased official and if so up to what age he will be considered dependent and will he be entitled for points/scores for all liabilities?	Unmarried brother is considered dependent in case of unmarried GDS irrespective of age provided he was wholly dependent on the GDS at the time of his/her death and he must support other dependent members of the family and thus entitles to points/scores for all liabilities.

5.	In case of an unmarried daughter/son residing with the family and who have discontinued study at the time of death of the deceased official, whether education will be taken as liability and if so, up to what age?	No. Points will be allowed in those cases only where the dependent family member was undergoing education at the time of death of the GDS.
6.	Whether divorced daughter returning to the family with children will be entitled for points/scores for unmarried liability for her subsequent marriage?	Yes.
7.	Whether in case of death of departmental staff, the status of an only married daughter with husband staying with the family (with no other family member) of the deceased departmental official will be entitled to compassionate appointment in case of death of her father (a case of Meghalaya)?	So far as the matter is confined to compassionate engagement of dependent of the GDS is concerned, married daughter can be considered for compassionate engagement provided she was wholly dependent on the GDS at the time of his/her death in harness and she must support other dependent members of the family.

Contents of this letter may please be disseminated to all concerned. This issues with the approval of competent Authority.

Sd/-
(Surendra Kumar)
Assistant Director General (GDS)

Copy to -

1. All Chief Postmasters General/Postmasters General -
for information and necessary action

Ref :No.6-1/2009-PE.I, Dated : 30-05-2012

GOVERNMENT OF INDIA
MINISTRY OF COMMUNICATIONS & IT
DEPARTMENT OF POSTS
(ESTABLISHMENT DIVISION)
Dak Bhawan,
Parliament Street

No.6-1/2009-PE.I

Dated : 30-05-2012

**All Chief Postmasters General
All Postmasters General**

Sub:- Payment of arrears to the substitutes of Gramin Dak Sevaks who worked in leave vacancies from 01-01-2006 to 09-10-2009.

Consequent upon the implementation of One Man Committee recommendations, the matter regarding payment of arrears to the substitutes of Gramin Dak Sevaks who worked in leave vacancies from 01-01-2006 has been reviewed.

2. It has now been decided that the arrears of allowances of the substitutes of Gamin Dak Sevaks who worked in leave vacancies from 01-01-2006 to 09-10-2009 may be paid on the basis of minimum of TRCA.

3. The amount of arrears admissible as per extent rules may be paid to the genuine substitute. There should not be any double payment. Before making payment, the DDo or paying authority should take very precaution in this regard.

4. Necessary provision in budget should be made at appropriate stage and availability of funds will have to be ensured before incurring the proposed expenditure.

5. The actual expenditure incurred may be informed to this office immediately after payment of arrears.

6. This issues with the concurrence of Internal Finance Advice (Postal) vide their Dy. No.150/FA/12/CS dated 30-05-2012.

Sd.x.x.x
(SURENDER KUMAR)
Asst. Director General (Establishment)

Copy to :-

- (1) Director, RAK NPA, Ghaziabad.
- (2) All Postal Accounts Office
- (3) All Directors, Postal Training Centres
- (4) All Recognized Unions/Associations/Federations
- (5) Guard File.

//copy//

Ref : .No.17-115/2001 - GDS, dated 21-10-2002 (copy of the order)

No.17-115/2001 - GDS
Government of India
Ministry of Communications & IT
Department of Posts
Dak Bhawan

Sansad Marg
New Delhi - 110 001
Dated : October 21, 2002

To

All Principle / Chief Postmasters General
All Postmasters General
Director, Postal Staff College, Ghaziabad
Directors, All Postal Training Centres
All Directors, Dy. Directors of Accounts (Postal)
Addl. Director General, APS, Army Head Quarters, R.K.Puram, New Delhi

Sub:- Guidelines for regulating substitute / provisional arrangements made in place of regular Gramin Dak Sevaks.

Sir,

References are received from Circles for regularizing the employment of substitutes provided by regular GDSs during their periods of leave/absence on the ground that they have been functioning

in that capacity "for a longer period". A number of cases also stand filed in the Tribunals and Courts on this issue. Apparently instructions issued from time to time are not followed rationally by competent authorities in allowing substitutes to continue indefinitely or for long periods.

2. In this context, I am directed to draw your attention to the DG (Posts)'s instructions given below Rule 5 of the P&T ED agents (Conduct & Services) Rules, 1964 corresponding to Rule 7 of the Gramin Dak Sevaks (Conduct & Employment) Rules, 2001 which, inter alia, stipulate the following.

"During leave, every GDS should arrange for his work being carried on by a substitute who should be a person approved by the authority competent to sanction leave to him. Such approval should be obtained in writing" and that:

"It is necessary for the appointing authority to ensure that such a substitute is not allowed to work indefinitely. If the absence from duty of the regular GDS likely to last indefinitely, the appointing authority should take immediate steps to make appointment and the person so appointed need not necessarily be the substitute.

3. Instructions issued vide, this office letter No. 18-37/92-ED & TRG, dated 25/11 enjoined all Divisional Heads to ensure that long leave beyond 180 days is not granted to GDS as a matter of routine to avoid substitutes continuing in place of regular incumbents for long periods.

4. Subsequently, vide letter No. 19-6/2000-ED & TRG, dated 29-12-2000, the decision of the large bench of CAT Bangalore on the issue of whether weightage should be given to persons who have rendered past employment on provisional basis or in the capacity of substitute or GDS, was circulated. Recently, vide letter dated 19.02.2002 the judgment of the larger bench of CAT Bangalore mentioned above, has also been circulated. The said judgment clearly reiterates the position that the substitutes have not legal right as far as regularization in the Department is concerned. It also takes note that the Department's Recruitment Rules for Gramin Dak Sevaks do not provide for recognition of past service that may have been rendered by them against any post.

5. In the case of Deviks Guha v/s Union of India, the Supreme Court has also not recognized the right of the substitutes for regularization. On the other hand the Apex court has maintained that substitutes have no legal claim in the basis of having worked continuously and if there are cases where the substitutes have worked for a "longer period" it is for the Department to consider the same as to whether there was a proper case for absorption or not, and pass appropriate orders.

6. The matter has been examined in consultation with Ministry of Law. Since the Apex Court has hold that substitutes have not legal claim there can be no definition of the term "longer

period" as absorption of substitutes per se on regular vacancies without following prescribed procedures of recruitment could lead to nepotism.

7. Thus, it has become necessary to review and reiterate the existing guidelines relating to "substitute" arrangement of GDSs. This would also involve clarification of the status of the substitute, who is provided at the risk and responsibility of the regular incumbent, vis-a-vis provisional appointees, who are appointed by the Department to meet an interim need.

8. As per extant orders, a regular GDS is required to provide a substitute at his own risk and responsibility but subject to approval by the appointing authority. Hence it is the duty of the appointing authority to ensure that any ineligible person is not approved as a substitute and any "substitute" arrangement is not allowed to continue for long periods. Accordingly, the following guidelines may inevitably be kept in view while dealing with matters relating to "substitute arrangements" or their continuance".

- (i) Before resorting to substitute arrangement the following options may be explored:
 - (a) In case of short-term arrangements, as far as possible, work will be managed, by combining duties and "substitutes" will not be provided in leave arrangements. In single handed BOs, the work shall be managed by giving combined duty to GDS Mail Deliver/Mail Carrier (Gramin Dak Vitaraka/Vahak) of the neighbouring BO/SO in whose beat the BO falls.
 - (b) Even in long term arrangements, the combination of duties as in a) above will be restricted to; substitutes will be allowed only if work load of the BO as well as its financial position justifies which engagement or filling of the post on regular basis.
 - (c) In towns and cities, where departmental officials are also available in the same office, the possibility of managing the work by regular staff by combination of duties or by grant of OTA beyond normal working hours may be explored.
- (ii) If substitute arrangement is found to be unavoidable then it should be ensured that
 - (a) No substitute will be allowed to take over charge unless the competent leave-sanctioning/appointing authority is fully satisfied that the substitute possesses all the qualification prescribed for that appointment and has been provided under the risk and responsibility of the regular incumbent.
 - (b) Drawing & Disbursing authorities shall not draw allowance of a substitute unless the claim is accompanied by a certificate from the competent authority about the possession of requisite qualification by the substitutes and their approval for making continuing the arrangement.
 - (c) Continuation of substitute arrangements beyond 180 days at a stretch may only be allowed by the authority next higher to the appointing authority and only in exceptional cases where action has been initiated for regular appointment, if justified by work load and financial norms.

-
- (d) No substitute arrangement shall continue beyond one year. Hence regular/alternative arrangements must be made during the period beyond 180 days to ensure this. If for any unavoidable reasons a substitute arrangement is required to be continued beyond one year, specific approval of the Head of Circle will be necessary for reasons to be recorded by the concerned authority.

9. In the case of provisional appointments, it is clarified that such appointment should be resorted to only in case where the GDS is unable, quite unexpectedly, to undertake his duties due to his own action (unauthorized absence, fraud, misappropriation etc.). Due to circumstances beyond his control like sudden serious illness/accident/death or because the department does not want him/her to continue (due to reasons of misconduct/dismissal/removal/put off duty etc.) in all other cases, action should be taken well in advance to fill the post on a regular basis. Even where the post falls vacant unexpectedly, efforts should be made to manage the work through combination of duties as spelt out in Para 8 (i) (a) & (c). Similarly even in case of long term deputation of GDS to APS, action may be taken to full up the post on regular basis and the GDS, on return from deputation may be suitably adjusted against vacancies in existence at that given time.

10. Where provisional appointment becomes unavoidable, action may be initiated to all the posts following all the formalities prescribed for regular appointment, but clearly stipulating that the appointment is on a provisional basis. On no account should a provisional appointment be made without following every formality that is prescribed for regular appointment. Since the whole process will take a period not exceeding 60-90 days, stop gap arrangement may preferably made at the local level in the interim through combination of duties or by allowing the GDS from a neighboring office to function, or by deploying a Mail Overseer to look after the work. Under no circumstances should such local arrangement exceed 90 days, approval of the next higher authority is to be taken on a one time basis for reasons to be recorded in writing.

11. In cases where the incumbent dies in harness there is no objection to a dependent being allowed to function on interim basis provided the dependent fulfills the qualification/relaxed qualification applicable for post fallen vacant? This may only be resorted to if arrangement by combination of duties is not feasible. However, in such case also such interim appointment should not exceed one year and every effort should be made to take a final view within that time frame. It also needs to be clearly stipulated that such provisional appointment does not entitle the dependent to claim for the post unless his/her case for compassionate appointment is approved by the Circle Relaxation Committee.

12. The extent provisions provide for a provisional appointee to be placed on a waiting list for being considered for a regular appointment after he/she has completed three years of continuous employment. To avoid prolongation of such provisional appointments, approval of the next higher authority should be taken in respect of all provisional appointment exceeding 180 and where the period exceeds one year express approval of the Head of the Region/circle, as the case may be, would be necessary. Where the regular incumbent is not reinstated, immediate action must be taken to regularize the regularly selected provisional appointee against the said post without resorting to fresh recruitment.

13. The above instructions may kindly be brought to the notice of all appointing authorities of GDSs for strict compliance. Any violation of the above instructions will be viewed seriously and action would be required to be taken against officials who allow substitute/provisional arrangements to continue beyond the prescribed limits in contravention of the above instruction.

14. If any previous instructions on the issues of 'substitute' and 'provisional appointment' are found contrary to these provisions, the same will stand superseded by the latter.

15. Receipt of this letter may please be acknowledged to the undersigned.

16. Hindi version is enclosed.

Yours faithfully,

Sd.x.x.x

(Anad Prakash)

Assistant Director General (GDS)

Copy to :

- (i) SPB I/SPB II/Vig./Vig. Petition/PAP/PE I/PE II sections of the Directorate.
- (ii) All Recognized Unions / Federations
- (iii) DDG (PAF) / PA Wing / DDG (M&TS)
- (iv) All Dealing Assistants in the GDS section
- (v) Spare / Guard file.

//copy//

(Courtesy : <http://aieup3bbsr.blogspot.in/>)

GDS Circle Welfare Fund

The guidelines for grant of Financial Assistance & Grant of Loan under Circle Welfare Fund for GDS has been issued by the Directorate vide Ir. No.19-31/2012-WL/Sport dated 02-12-2013.

Important points

- All the regularly appointed GDS as on record will become the members under this scheme.
- The GDS will have to fill in an application in prescribed format (Form-I) for joining in the CWFGDS and to submit the same in the Divisional office.
- Leave substitutes & provisionally appointed GDS in leave arrangement are not eligible for the benefits of the Fund.
- @ Rs.20- per month, a lumpsum of Rs.240- will be deducted in the monthly salary of every April.
- From Govt. side @ Rs.100- per year for one GDS will be added to the Fund.
- Applications should be sent through the Divisional Office.
- A Regional level / Circle level committee will decide the sanction of grant / loan
- Every quarterly months all the applications will be persuaded for sanction but not for death relief sanctions.
- Terms & conditions will be applied for sanction of grant / loan.
- Recovery of Rs.120- has been made in the salary of October 2013 for six months (i.e, from October 2013 to March 2014)
- Funds are also has been allotted to the Circles vide Lr. No.19-31/2012-WL/Sport dated 14-10-2013.
- CWFGDS has three components for sanction of grant to GDS:

(i) Financial Grant :

Sl.No.	Details	Financial Assistance
1	Financial Assistance to families of deceased GDSs to meet immediate expenses following death, irrespective of whether death occurs during duty / outside duty hours	Rs.10,000-
2	Death due to terrorist activity / dacoity while on duty	Rs.1,50,000-
3	Financial assistance in case of death of GDSs due to riots, attack by robbers & terrorists while not on duty.	Rs.12,000-
4	Financial Assistance in case of death of GDSs while being on duty due to accident	Rs.25,000-
5	Funeral expenses on death of GDS (payable in cases in which last rites of deceased GDS are performed by brothers or sisters or near relatives in the absence of any other next of kin)	Rs.5,000-
6	Financial Assistance in case of major surgical operations in ailments, like Cancer, brain hemorrhage, kidney failure/transplant, heart surgery etc.,	Rs.20,000-
7	Financial Assistance in case of accident of GDS while being on duty requiring hospitalization for more than three days.	Rs.5,000-
8	Financial Assistance for nutritional diet to GDS suffering from TB (only once for a maximum period of six months, provided the GDS has put in at least six years of service & treatment is taken in Govt. hospital	Indore treatment- Rs.400- p.m Outdoor treatment-Rs.200- p.m

9	Grant of scholarship under educational schemes to the children of GDS (as per existing terms & conditions)	<u>IIT, AIIMS & IIM</u> = Rs.1,000- p.m <u>Technical Education</u> Degree = Rs.280-pm Diploma=Rs.190-pm <u>Non-Technical Degree</u> BA/BSc/BCom/Degree in Fine Arts = Rs.150-pm ITI certificate course = Rs.940- p.a
10	Incentive for excellence in academic achievement for 10th & 12thclass	position in Circle/Region 1st Position = Rs,1000- 2nd Position=Rs.8000- 3rd Position=Rs.7000- 4th Position=Rs.6000- 5th Position = Rs.5000-
11	Scholarship for physically handicapped children of GDS (for maximum 8 years & as per the existing terms & conditions)	Rs.200- p.m
12	Maternity Grant to woman GDS	Equivalent to three months TRCA with DA for the birth up to two children only.
13	Financial assistance in case of natural calamities like fire, floods etc.,	Rs.5000-

(ii) Repayable Loan at 5% rate of Interest :

(i)	For construction of one room with flush toilet facilities for housing the Branch Post Office	Rs.50,000-
(ii)	For purchase of Computer / Laptop to encourage computer literacy amongst GDS	Rs.20,000-
(iii)	For purchase of moped / scooter / motor cycle which will also facilitate travel while discharging duty like exchange of BO Bag, visit to Account office etc.,	Rs.20,000-

for (i) item : two regular department officials are necessary for surety

for (ii) & (iii) items two regular GDS officials are necessary for surety.

Applicant should have atleast 5 years of regular service and left with 8 years of service.

For (i) item : recovery will be made in 56 equal installments @Rs.1000- per month

For (ii) & (iii) items : recovery will be made in 21 equal installments @ Rs.1000- per month.

(iii) One time repayment at the time of retirement:

(i)	Less than 5 years	No amount payable
(ii)	5 years from the date of start of contribution	Rs.1000-
(iii)	10 years from the date of start of contribution	Rs.2000-
(iv)	15 years from the date of start of contribution	Rs.3000-
(v)	20 years from the date of start of contribution	Rs.4500-
(vi)	25 years from the date of start of contribution	Rs.5500-
(vii)	30 years from the date of start of contribution	Rs.6500-
(viii)	35 years from the date of start of contribution	Rs.8000-
(ix)	40 years from the date of start of contribution	Rs.9000-
(x)	More than 45 years from the date of start of contribution	

Those who are not availed any grant or loan in the career, eligible for one time sanction

Courtesy : <http://akulapraveen.blogspot.in/>

**DEPARTMENT ISSUED CLARIFICATION REG-
MAINTENANCE OF SELECT PANEL WHILE FINANLIZING
THE SELECTION OF VARIOUS CATEGORIES OF
GRAMIN DAK SEVAKS.**

Copy of Directorate memo No. 19-14/2010-GDS dated 18 October, 2013
is reproduced herewith for information to all members.

**Subject:- MAINTENANCE OF SELECT PANEL WHILE FINANLIZING THE
SELECTION OF VARIOUS CATEGORIES OF GRAMIN DAK SEVAKS.**

I am directed to refer your office letters No. STA/22-12/BG-West/III dated 12.03.2013 & 26.06.2013 and this Directorate letter No. even dated 25.06.2010 on the subject cited above and to clarify the doubts as follows:-

Ser	Point of doubt	Clarification
1	If the approved candidates in the merit list declined to accept the offer of appointment and still there are number of eligible candidates in the merit list, whether the selection may be made by listing another select panel of 5 more candidates applied to the original notification or re-notification is to be issued in such cases?	No. In case all five approved candidates decline, the select panel gets exhausted and, therefore, in such cases selection process is to be initiated afresh.
2	A panel of 5 candidates was finalized during December 2012. First candidate did not turn up and the next meritorious candidates was selected and appointed on 16.01.2013. But he was terminated from service w.e.f. 01.04.2013 for his unsatisfactory work. Whether third candidate in the panel of selection made in the said case may be apointed or to go again for fresh appointment by fresh notification?	Apart from the contingencies mentioned in Para 6(i) to (iii), the select panel may be utilized in other contingencies as well provided the select panel is valid reckoning one year from the date of finalization of the select panel initially.

This issues with the approval of the competent authority.

Sd/-
(Surender Kumar)
Assistant Director General (GDS)

**Payment of arrears to the substitutes of Gramin Dak Sevaks
worked in leave vacancies from 1-1-2006 to 9-10-2009**

No. 6-1/2009-PE.II
Government of India
Ministry of Communications & IT
Department of Posts
(Establishment Division)

Dak Bhawan, New Delhi-110001

Dated : 21 Aug. 2013.

The Chief Postmaster General,
Bihar Circle,
Patna-800001

SUBJECT : Regarding payment of arrears of substitutes of GDS who worked in leave vacancies of the period 01-01-2006 to 09-10-2009.

Sir,

I am directed to clarify the issues/points referred under C.O. Letter no. Estt/GDS/TRCA/Revision/2013/Corr dated 26/29-04-2013 on the above noted subject. The clarifications are furnished below issue/point wise:-

Issues / Points for Clarification	Clarification
(A) Whether the substitutes engaged in place of GDS employee (in case of paid leave) will be allowed in this case or not?	In the context of GDS, leave vacancy denotes the authorized leave/absence during which with the approval of the appointing/recruiting authority, a GDS is permitted not to attend personally the duties assigned to him by providing a substitute approved by the appointing/recruiting authority. Thereby, the issues.points raised for clarification at (A) &
(B) Where GDS employees are ordered to officiate in place of departmental employee and the vacancies arises dueto	(B) are already covered under the order issued vide letter no. 6-1/2009-PE.II dated 30-5-2012.

<p>officiating of GDS employees are substituted by outsiders, in the case whether the substitutes so engaged are allowed to draw the revised TRCA or not?</p> <p>(C) In case the post of GDS is vacant and there is no regular incumbent for the said post but the post is substituted by outsiders, whether the revised TRCA for the said period is applicable or not?</p>	<p>Guidelines for regulating substitutes/provisional arrangements in place of regular GDS were circulated under No. 17-115/2001-GDS dated 20-10-2002. If a post falls vacant, the guidelines provide for managing the work through combination of duties or otherwise initiation of action to fill up the post on regular basis and making stop-gap arrangements pending completion of selection process. The guidelines do not provide for placing an outsider unless the appointment/engagement is provisional one following all formalities prescribed for regular engagement as stipulated in Para-10 of the said order. Thus, arrangements made by engaging an outsider without following the due process are irregular one and such cases are not covered by the order issued vide letter no. 6-1/2009-PE.II dated 30-5-2012.</p>
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Sd/-
(Shankar Prasad)
Assistant Director General (Estt.)

**DOP sought clarification about the definition of
Central Govt. Employees for inclusion of GDS employees
within the purview of 7th CPC**

कर्नल कमलेश चन्द्र
सदस्य (कार्मिक)
डाक सेवा बोर्ड



Col Kamlesh Chandra
Member (Personnel)
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भारतीय डाक विभाग
संचार एवं सूचना प्रौद्योगिकी मंत्रालय
डाक भवन, संसद मार्ग
नई दिल्ली-110 001

Department of Posts
Ministry of Communications &
IT
Dak Bhawan, Sansad Marg
New Delhi-110 001

D.O. No. 17-13/2014-GDS

Dated : 17.02.2014

This is regarding the demands of the Gramin Dak Sevaks (GDS) Union for inclusion of the category of Gramin Dak Sevaks within the purview of the 7th Central Pay Commission (CPC).

2. In this connection, the GDS Union has given notice for indefinite strike w.e.f. 18.02.2014 in support of their Charter of Demands which includes for their inclusion in the 7th CPC.

3. The Gramin Dak Sevaks are a distinct category of employees of the Department of Posts and number around 2.63 lakhs. They run the rural post offices called Branch Post Offices. They are extra departmental employees of the Deptt. of Posts and do not come under the purview of CCS (CCA) Rules 1965 or CCS (Pension) Rules, 1972, They are not paid salary but are given Time Related Continuity Allowances (TRCA) as their emoluments. They are not paid any Pension but are given Severance Allowance/ Ex-gratia Gratuity at the time of discharge. They work for 3-5 hours only (on which their TRCA depends). At the time of engagement to the post of GDS, it is mandatory that they have an alternate means of livelihood and are therefore, not to be dependent on the department for their livelihood. A copy of their terms of engagement is enclosed for ready reference.

4. The current demand of the Union namely their inclusion in the 7th CPC is based on the definition of the expression 'Central Government employees' adopted by 4th Central Pay Commission in Para 1.11 of the report "as all persons in the civil services of the Central

Government or holding civil posts under that Government and paid out of the Consolidated Fund of India" & its observations in Para 1.17 and 1.18 besides Apex Court judgement dated 22.04.1977 in the matter of Superintendent of Post Offices vs. PK Rajamma regarding Gramin Dak Sevaks (earlier called Extra Departmental Agents) as holders of the civil post outside the regular civil service."

5. It may be noted that for the revision/updation of the TRCA/ex gratia gratuity and other service condition of GDS employees, the Govt. constitutes a separate Committee alongwith each successive Pay Commission which gives recommendations relating to GDS employees. Accordingly, the Justice Talwar Committee was formed after constitution of 5th CPC to separately look into GDS issues. While considering the Justice Talwar Committee recommendations by Group of Ministers in the year 1998, the DoPT took the view that they have already excluded the category of ED employees from the classification of regular Government servants vide Government of India Notification dated 25th January, 1959 and that any inclusion or exclusion of any category of personnel as regular Government servants can only be done by the Department of Personnel. Based on available judicial pronouncements and conclusion reached by DoPT & Ministry of Law, the GoM noted that the ED employees are only holders of civil posts and are not regular Government servants under the CCS (CCA) Rules, 1965. The category of GDS is distinct to this Department and do not find a place in the classification of civil posts notified by DoPT under SO 946(E) dated 09th Apr 2009.

6. As mentioned above, the Government has successively constituted Committee[s] for revision of wage structure and other service conditions of Gramin Dak Sevaks after each successive Central Pay Commission i.e. CV Rajan Committee (1957), Madan Kishore Committee (1970), RR Savoor Committee (1984), Justice Talwar Committee (1995) & RS Nataraja Murti Committee (2007). 4th Central Pay Commission has categorically stated in Para 1.10 that the expression 'Central Government Employees' has not been defined in the Constitution or any other law. It, thus, seems appropriate if this term is duly defined based on which a final view over the inclusion of Gramin Dak Sevaks within the purview of 7th CPC becomes possible.

7. I would be grateful if the matter is looked into and the requisite clarification given urgently.

Yours sincerely,
Sd/-
(Kamlesh Chandra)

Ms. Mamta Kundra,
(Joint Secretary (Establishment)),
Deptt. of Personnel & Training,
North Block,
New Delhi-110001.

No. 17-39/2012-GDS
Government of India
Ministry of Communications & IT
Department of Posts
(GDS Section)

Dak Bhawan, Sansad Marg,
New Delhi-110001

Dated : 6 Feb. 2014

To

All Chief Postmasters General

Subject : Review of Essential Qualifications/selection criteria for engagement to posts of Gramin Dak Sevak Branch Postmasters

As per this Directorate Letter No. 17-366/91-ED & TRG dated 12.03.1993 read with letter No. even dated 08.01.2014, the essential educational qualification for engagement as GDS BPM is matriculation and selection is based on the marks obtained in the matriculation or equivalent examination.

2. As part of the implementation of the rural IT project, there is a proposal for providing Hand Held Devices to the GDS BPMs also so that they are able to provide postal services online, to the customers. In this connection, the issue of GDS BPMs having some basic computer knowledge so that they are able to operate the Hand Held Devices, has been under active consideration of this Department for some time.

3. In has, therefore, been decided that from now on the condition of basic knowledge of computers be made a mandatory requirement for recruitment to the post of GDS BPMs. The applicants selected for the post of GDS BPM should have at least 60 days computer training from a recognized computer training institute. At the time of engagement, the applicant should provide a certificate to that effect from the Computer Training Institute from where he has done 60 days of basic computer training. The selection of the GDS BPM will however continue to be done on the basis of marks obtained in matriculation/equivalent examination as per existing procedure.

4. The aforesaid revision provision shall come into effect from 15th Feb. 2014. Therefore, each notification calling for applications for the posts of GDS BPMs issued on or after the effective date shall contain this additional requirement for an applicant to be eligible for consideration to the post of GDS Branch Postmaster.

5. The contents of this letter may be circulated to all concerned for strict compliance. The receipt of this letter may please be acknowledged.


(Trishaljit Sethi)
Deputy Director General (Establishment)

No : 01-54/2011-Trg
Government of India
Ministry of Communications & IT
Department of Posts (Training Division)

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated : 16-05-2013

File No. 1-20/2008-PCC (pt)

To,
All Chief Postmasters General

**SUB : Plan Training activities for GDSs under 'Human Resource Development' -
Reimbursement of Travelling, Board and Lodging expenses etc.**

Sir/Madam,

Gramin Dak Sevaks are now being imparted various training. A few references have been received from Circles, inquiring about rates and allowances payable to GDSs for attending such trainings. To have uniformity in rates and to simplify re-imburseent, the following entitlement has been worked out and decided.

2. Total Incidental Charges (amount in Rupees) payable for/to an individual GDS during training, away from his place of duty/work will be as under:

S.No.	Item	Number of days of Training					
		1	2	3	4	5	6
1.	Travel (Both, To and Fro)	100	100	100	100	100	100
2.	Food (@ Rs. 100/per day)	100	200	300	400	500	600
3.	Stay (@ Rs 200/per night)	Nil	200	400	600	800	1000
4.	Stationery Charges (one time)	100	100	100	100	100	100
5.	Total	300	600	900	1200	1500	1800

2.1 It may be noted that the amount indicated for a training of more than a day will be applicable only in cases, where GDSs can't commute daily from home due to distance or other factor and night stay becomes unavoidable at the place of training.

2.2 In cases of GDSs commuting daily from Home to Place of Training, Travel and Food Charges only will be payable. In such cases, charges for night stay will not be paid. For example, for a 2 day training programme where a GDS commutes from home, he will get Rs. 200/- for travel and Rs. 200/- for food altogether.

2.3 Expenditure in respect of serial numbers 1 to 3 (Travel, Food and Stay) will be booked under the Head of Account 3201.02.003.02.02.11 TE (Plan) and expenditure for serial number 4 (Stationery Charges) will be booked under the Head 3201.02.003.02.02.13 OE (Plan).

2.4 Expenditures in respect of stationery (item No. 4 in para 2) will be incurred by the office. It will be Rs. 100/- irrespective of the number of days of a training programme. Normally, the duration of any training programme for GDSs will not exceed 3 days.

3. Incidental charges payable to GDSs, prescribed earlier vide this office letter No. 27-01/2012-Trg. dated 23-04-2012 are applicable only for modular trainings of 2000 GDSs, identified for it, under pilot of Rural Entrepreneurship Programme (REP). The rates now prescribed in para-2 will be applicable for all other training programmes to be organized for GDSs during the 12th Five Year Plan, under IT Modernization Project and Mid-career/In-Service Training Programmes.

4. These orders will be effective from the date of issue and past cases should not be re-opened/re-considered.

Yours faithfully,
Sd/-

(L.N. Sharma)

Deputy Director General
(Training, Welfare & Sports)

Copy to:

1. Sr. PPS to Secretary (Posts)
2. All Members of PSB
3. JS&FA
4. Secretary (PSB)
5. All Postmasters General
6. Additional DG APS, New Delhi
7. Director RAK National Postal Academy, Ghaziabad
8. CGM BD & MD/PLI Directorate/Mail Business Division
9. All DDsG Directorate
10. Directors, All PTCs
11. Budget Section, Postal Directorate
12. Secretary Generals, NFPE/FNPO.

Leave Travel Concession to employees

CGDA Orders : Home Town LTC to employees whose headquarter and home town and within the same district

CGDA Orders regarding the subject of 'Home Town LTC to the employees whose headquarter and home town and within the same district'.

The below order said that Home Town LTC may be admitted to the employee whose headquarter and home town are within the same district provided they do not come within the purview of same station as has been defined under SR 116 of FRSR Part 11 TA Rules.

This department has already issued an order regarding the subject of 'LTC entitlement of fresh recruits' on 12.02.2013 vide AN/XIV/14162/TA/DA/LTC/VoI.II, In this order, 'Fresh recruits would be entitled to All India LTC only in the fourth occasion i.e in the fourth year of a block **irrespective of whether their home town and HQrs are same or different**'.

Controller General of Defence Accounts
Ulan Batar Road, Palam, Delhi Cantt- 110010

CIRCULAR

No. AN/XIV/14162/TA/DA/LTC

Dated: 28/05/2013

To

All PCsDA/CsDA/IFA's

PCof A(Fys) Kolkata

(Through CGDA Mail server)

Subject : Home Town LTC to employees whose headquarter and home town and within the same district. The matter regarding admittance of Home Town LTC to employees whose headquarters and home town within the same district, are under examination at HQR's office.

2. After taking into consideration of views and opinion of different Controllers, the matter has been examined at this HQR's office and the undersigned has been directed to inform Home Town LTC may be admitted to employees whose HQR's and Home Town are within the same district provided they do not come within the purview of same station as has been defined under SR 116 of FRSR Part-II TA Rules.

4. All LTC Claims may be regulated accordingly.

Sd/-
(Chitra Mahendrar)
For CGD

(Source: www.pcafys.gov.in)

Reference orders...

- CENTRAL CIVIL SERVICES (LEAVE TRAVEL CONCESSION) RULES - 23.9.2008
- LTC Entitlement of Fresh Recruits : Clarification on Home Town and HQ to be same...12.2.2013
- Frequently Asked Questions and Answers on Leave Travel Concession (LTC) matters - Dopt

**Ban on creation of posts, purchase of vehicles, cut in air travel,
no change in LTC Air-travel entitlement etc. under economy measures**

No.7(2)1E.Coord/2013

Ministry of Finance
Department of Expenditure

New Delhi, the 18th September, 2013

OFFICE MEMORANDUM

Sub: Expenditure Management - Economy Measures and Rationalization of Expenditure.

Ministry of Finance, Department of Expenditure has been issuing austerity instructions from time to time with a view to containing non-developmental expenditure and releasing additional resources for priority schemes. The last set of instructions was issued on 31st May 2012, 1st November 2012 and 14th November 2012. Such measures are intended at promoting fiscal discipline, without restricting the operational efficiency of the Government. In the context of the current fiscal situation, there is a need to continue to rationalize expenditure and optimize available resources. With this objective, the following measures for fiscal prudence and economy will come into immediate effect:-

2.1 Cut in Non-Plan expenditure:

For the year 2013-2014, every Ministry/Department shall effect a mandatory 10% cut in non-Plan expenditure excluding interest payment, repayment of debt, Defence capital, salaries, pension and the Finance Commission grants to the States. No re-appropriation of funds to augment the Non-Plan heads of expenditure on which cuts have been imposed, shall be allowed during the current fiscal year.

2.2 Seminars and Conferences:

- (i) Utmost economy shall be observed in organizing conferences/Seminars/workshops. Only such conferences, workshops, seminars, etc. which are absolutely essential, should be held wherein also a 10% cut on budgetary allocations shall be effected.
- (ii) Holding of exhibitions/seminars/conferences abroad is strongly discouraged except in the case of exhibitions for trade promotion.
- (iii) There will be a ban on holding of meetings and conferences at five star hotels.

2.3 Purchase of vehicles:

Purchase of vehicles is banned until further orders, except against condemned vehicles.

2.4 Domestic and Foreign Travel:

(i) All officers are to travel in economy class only for domestic travel, except officers in the Apex Scale who may travel in executive class. Officers may travel by entitled class for international travel, however officers in Apex scale may travel only by business class. In all cases of air travel, only the lowest fare air tickets of the entitled class are to be purchased/ procured. No companion free ticket on domestic/ international travel is to be availed of. **The existing instructions regarding travel on Leave Travel Concession (LTC) would continue.**

(ii) It would be the responsibility of the Secretary of each Ministry/Department to ensure that foreign travel is restricted to most necessary and unavoidable official engagements based on functional necessity, and that extant instructions are strictly followed.

(iii) Where travel is unavoidable, it will be ensured that officers of the appropriate level dealing with the subject are sponsored instead of those at higher levels. The size of the delegation and the duration of visit will be kept to the absolute minimum.

(iv) Proposals for participation in study tours, workshops/ conferences/ seminars/presentation of papers abroad at Government cost will not be entertained except those that are fully funded by sponsoring agencies.

(v) Travel expenditure (including FTE) should be so regulated as to ensure that each Ministry remains within the allocated budget for the same. Re- appropriation proposals on this account would not be approved.

2.5 Creation of Posts:

(i) There will be a total ban on creation of Plan and Non-Plan posts.

(ii) **Posts that have remained vacant for more than a year are not to be revived** except under very rare and unavoidable circumstances and after seeking clearance of Department of Expenditure.

3. Observance of discipline in fiscal transfers to States, Public Sector Undertakings and Autonomous Bodies at Central/State/Local level:

3.1 Release of Grant-in-aid shall be strictly as per provisions contained in GFRs and in Department of Expenditure's OM No.7(1)/E.Coord/2012, dated 14.11.2012.

3.2 Ministries/Departments shall not transfer funds under any Plan schemes in relaxation of conditions attached to such transfers (such as matching funding).

3.3 The State Governments are required to furnish monthly returns of Plan expenditure - Central, Centrally Sponsored or State Plan - to respective Ministries/Departments along with a report on amounts outstanding in their Public Account in respect of Central and Centrally Sponsored Schemes. This requirement may be scrupulously enforced.

3.4 The Chief Controller of Accounts must ensure compliance with the above as part of pre-payment scrutiny.

4. Balanced Pace of Expenditure:

4.1 As per extant instructions, not more than one-third (33%) of the Budget Estimates may be spent in the last quarter of the financial year. Besides, the stipulation that during the month of March the expenditure should be limited to 15% of the Budget Estimates is reiterated. It may be emphasized here that the restriction of 33% and 15% expenditure ceiling is to be enforced both scheme-wise as well as for the Demands for Grant as a whole, subject to RE ceilings. Ministries/ Departments which are covered by the Monthly Expenditure Plan (MEP) may ensure that the MEP is followed strictly.

4.2 It is also considered desirable that in the last month of the year payments may be made only for the goods and services actually procured and for reimbursement of expenditure already incurred. Hence, no amount should be released in advance (in the last month) with the exception of the following:

- (i) Advance payments to contractors under terms of duly executed contracts so that Government would not renege on its legal or contractual obligations.
- (ii) Any loans or advances to Government servants etc. or private individuals as a measure of relief and rehabilitation as per service conditions or on compassionate grounds.
- (iii) Any other exceptional case with the approval of the Financial Advisor. However, a list of such cases may be sent by the FA to the Department of Expenditure by 30th April of the following year for information.

4.3 Rush of expenditure on procurement should be avoided during the last quarter of the fiscal year and in particular the last month of the year so as to ensure that all procedures are complied with and there is no infructuous or wasteful expenditure. FA's are advised to specially monitor this aspect during their reviews.

5. No fresh financial commitments should be made on items which are not provided for in the budget approved by Parliament.

6. The instructions would also be applicable to autonomous bodies.

7. Compliance

Secretaries of the Ministries/Departments being the Chief Accounting Authorities as per Rule 64 of GFR shall be fully charged with the responsibility of ensuring compliance of the measures outlined above. Financial Advisors shall assist the respective Departments in securing compliance with these measures and also submit an overall report to the Minister-in-Charge and to the Ministry of Finance on a quarterly basis regarding various actions taken on these measures/guidelines.

Sd/-
(R.S.Gujral)
Finance Secretary

No. 19024/1/2012-E.IV
Government of India
Ministry of Finance
Department of Expenditure

North Block, New Delhi
Dated the 9th July, 2013

OFFICE MEMORANDUM

Subject : Guidelines on Air Travel on Official Tours/Leave Travel Concession (LTC) - reg.

Reference is invited to instructions issued by the Department of Expenditure, Ministry of Finance from time-to-time regarding the procedure for booking of air tickets on Government account. As per existing procedure, Government officials/offices can book the air tickets directly from Airlines (at Booking counters/Website of Airlines) and if needed, by utilizing the services of authorized agents, viz. M/s Balmer Lawrie & Company Limited (BLCL) and M/s Ashok Travels & Tours (ATT) [Department of Expenditure OM No. 19024/1/2009-E.IV dated 16-09-2010 refers]. Air tickets for travel on LTC, to a limited extent, can also be get booked through Indian Railway Catering & Tourism Corporation (IRCTC) [Department of Personnel & Training OM No. 31011/6/2002-Estt. (A) dated 02-12-2009 refers].

2. **It has now been decided to include IRCTC as an authorized agent for the purpose of booking air tickets on Government account.** Accordingly, if the services of a travel agent for booking air tickets on Government account is to be availed of, in addition to BLCL and ATT, the services of IRCTC can also be availed of.

3. All Ministries/Departments of the Government of India, etc. may accordingly bring these instructions to the notice of all concerned for strict compliance.

Sd/-
(Subhash Chand)

Deputy Secretary to the Government of India

To

All Ministries/Departments of the Govt. of India, etc. as per standard distribution list.

Copy to:

1. **C&AG and UPSC, etc.** (with usual number of spare copies) as per standard endorsement list.
2. **NIC, MoF** with the request to upload the OM on the website of this Ministry.

CGHS Related Orders

Government of India
Ministry of Health & Family Welfare
Department of Health & Family Welfare
Nirman Bhawan, Maulana Azad Road
New Delhi 110 108

No. S 11011/13/2012-CGHS (P)

Dated the 25th July, 2013

OFFICE MEMORANDUM

Sub : Extension of CGHS facilities to permanently disabled dependent brother of a CGHS beneficiary - reg.

The undersigned is directed to state that dependent brother of a Central Government employee is presently entitled for CGHS coverage upto the age of becoming a major. Ministry of Health and Family Welfare has been receiving requests from CGHS beneficiaries for removal of the upper age-limit in the case of disabled dependent brother so as to provide them the CGHS facilities without any age limit as has been provided to disabled son of a CGHS beneficiary.

2. Accordingly, with a view to assuage the hardship, it has been decided to extend the CGHS facilities to permanently disabled dependent brother of a CGHS beneficiary, without any age-limit.

3. For availing CGHS facilities under this provision, the permanently disabled dependent brother of a CGHS beneficiary must be suffering from any one or more of the disabilities as defined in Section 2(i) of 'The persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (No. 1 of 1996)' which includes :-

(i) Blindness

(ii) Low-vision

-
- (iii) Leprosy-cured
 - (iv) Hearing impairment
 - (v) Loco motor disability
 - (vi) Mental retardation
 - (vii) Mental illness

and as per Clause (j) of Section 2 of National Trust for Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities Act, 1999 (No. 44 of 1999), which presently covers a person suffering from any of the condition relating to autism, cerebral palsy, mental retardation or a combination of any two or more of such conditions and includes a person suffering from severe multiple disability. It is clarified that 'permanent disability' means a person with 40% or more of one or more disabilities.

4. The eligibility criteria for a permanently disabled dependent brother to avail medical facilities under CGHS will be as under :-

- a. He must be wholly dependent on the principal CGHS card holder beneficiary.
- b. He should be unmarried and should not have his own family.
- c. The income limit for deciding dependency shall be as prescribed by the Ministry of Health and Family Welfare from time to time and as applicable in CGHS for the time being in force.
- d. He must be ordinarily residing with the primary CGHS cardholder beneficiary.
- e. All the above conditions are required to be fulfilled for availing CGHS facilities. The CGHS facilities will cease to exist with immediate effect if any one of the above conditions is violated.

5. This office memorandum will be effective from the date of issue.

(V.P. Singh)

Deputy Secretary to the Government of India

**CGHS Orders - Merger of 19 Postal Dispensaries
presently functioning in 12 CGHS covered cities with CGHS**

Government of India
Ministry of Health & Family Welfare
Department of Health & Family Welfare
Nirman Bhawan, Maulana Azad Road
New Delhi 110 108

No. 4-2/2006-C&P/CGHS (P)

Dated the 9th July, 2013

NOTIFICATION

Sub: Merger of 19 Postal Dispensaries presently functioning in 12 CGHS covered cities with CGHS.

In pursuance of the decision taken by the Government on recommendations of Sixth Pay Commission, the following 19 (nineteen) Postal Dispensaries presently functioning in 12 (twelve) CGHS covered cities. i.e., **Ahmadabad (3), Bhopal (1), Bhubaneswar (1), Dehradun (1), Guwahati (2), Jaipur (2), Jammu (1), Jabalpur(1), Lucknow (3), Pune (2), Ranchi (1) and Shillong (1)** are hereby merged with the Central Government Health Scheme (CGHS).

2. All serving employees and pensioners of Department of Posts (DoP) and Department of Telecom (DoT) who are residing/settled in the above 12 cities and are beneficiaries of the 19 Postal Dispensaries shall now be covered under CGHS and the Postal Dispensaries shall be rechristened as CGHS Wellness Centres. CGHS membership to the pensioners will be confined to those who are residing / settled in these 12 cities only.

3. In so far as the existing facilities and manpower in position In these 19 Postal Dispensaries are concerned, the merger shall be effective as per the following terms and conditions:

A. All serving employees and pensioners of Department of Post (DoP) and Department of Telecom (DoT) shall have to abide by the CGHS rules and guidelines to become a member of the Scheme.

They shall have to pay the requisite contribution as per the prevailing rates prescribed by the Ministry of Health and Family Welfare/CGHS. DoP and DoT will take necessary action to inform their employees and pensioners in this regard.

B. All existing facilities and infrastructure like buildings, furniture and fixtures, equipment etc. will be taken over by CGHS on 'as is where is' basis. The Department of Post shall handover the possession of the Postal Dispensaries accommodation to the Department of Health and Family Welfare /CGHS at a token rent of Re.1/- per annum. In the case of rented accommodations, CGHS will pay the rent from the date of taking over of the dispensaries.

C. All doctors of GDMO sub-cadre of CHS working in the above 19 dispensaries will be taken on roll of CGHS and they shall be placed under the administrative control of Department of Health and Family Welfare/CGHS for all purposes.

D. All employees (technical/non-technical staff) along with the work allocated and posts they are currently holding in these 19 Postal Dispensaries shall be taken over by CGHS. Their seniority and other condition of service in CGHS shall be governed by the relevant instructions and guidelines issued by DoPT from time to time.

E. All expenditure relating to these dispensaries including medicines, hospitalisation and other reimbursable expenses (of pensioners), salaries and other allowances to the Postal dispensary employees as a result of merger of these dispensaries shall be borne by CGHS from its own resources.

F. Local Committees shall be constituted in the respective cities with representatives from both CGHS and Postal dispensaries to resolve all staffing and other local issues arising on account of the merger in consultation with nodal Ministries.

4. These Orders shall be effective from 1st August, 2013.

5. This issues with the concurrence of Ministry of Finance, Department of Expenditure's vide I.D No. 18(3)/E.V/2008 dated 06.03.2013.

Sd/-

(V.P. Singh)

Deputy Secretary to the Government of India

Tel : 011-25683476
Mil : 36833

Central Organisation, ECHS
Adjutant General's Branch
Integrated Headquarters
Ministry of Defence (Army)
Maude Line
Delhi Cantt - 110 010

B/49773/AG/ECHS/Rates Policy

15 October, 2013

Regional Centre ECHS
Mumbai

**REIMBURSEMENT OF MED CLAIM FOR EMERGENCY TREATMENT
IN NON EMPANELLED HOSPITAL**

1. A Clarification was sought from the Chief Medical Officer (SAG), CGHS Mumbai on the rates at which the claims are settled of CGHS beneficiaries. The CGHS authorities have clarified vide their letter No 3(xiv)3/13 Genl/1958/13 dt 30 Aug 13 that reimbursement at 25% higher rate than the 2002 CGHS rates is applicable to those who have taken treatment in private non empanelled hospital through CGHS in Mumbai.
2. Based on the above provision provided by CGHS reimbursement at 25% higher rates than 2002 CGHS rates will also be applicable to those ECHS members who have taken any emergency treatment in a non empanelled hospital for or for those undergoing any planned listed procedure in a non empanelled hospital after taking prior sanction of Central Org ECHS.
3. The above orders are applicable till further instructions.

(Vijay Anand)
Col
Dir (Med)
for MD ECHS

**Reduction of jurisdiction of Postal Dispensaries for the purpose of
Fixed Medical Allowance to pensioners from 8 km. to 2.5 km
at par with the Railways - DoT Order**

No. 4-12(07)/2013-PAT
Government of India
Ministry of Communications & I.T.
Department of Telecommunications
Sanchar Bhavan, 20-Ashoka Road
New Delhi 110001

Dated : 7-01-2014

OFFICE MEMORANDUM

Subject: Jurisdiction of Postal Dispensaries located at Guntur, Rajamundry, Netlore, Vijaywada, Vishakhapatnam, Dibrugarh, Silchar, Chhapra, Darbhanga, Gaya, Muzaffarpur, Raipur, Vadodara, Ambala, Dhanbad, Behrampur, Cuttack, Amritsar, Jalandhar, Ajmer, Jodhpur, Kota, Tiruchirappalli, Tirunelveli, Agra, Aligarh, Bareilly, Gorakhpur, Moradabad, Saharanpur, Varanasi, Jalpaiguri and Siliguri with regard to FMA for pensioners.

In pursuance to that Deptt. of Post order No.2-2/2012-Medical dated 16.8.2013, I am directed to convey the instructions with regard to P&T dispensaries located at above mentioned places and FMA to pensioners are as below:-

1. The reduction in jurisdiction of the above mentioned postal dispensaries for the purpose of Fixed Medical Allowance to pensioners from 8 km. to 2.5 km at par with the Railways.
2. These order shall supercede all earlier orders on the subject and shall come into force w.e.f 01.09.2013.
3. All pensioners residing beyond 2.5 km. radius of the above cited dispensaries and desirous of availing Fixed Medical Allowance shall give an undertaking to this effect and surrender their Postal Dispensary cards to the Incharge of their respective dispensaries, who shall endorse the same on the said undertaking for submission to the Pension Paying Authority.
4. The Pension Paying Authority shall make necessary entries on the PPO of the Pensioner concerned and disburse FMA along with the pension as per prevailing rates (at present it is Rs.300/- per month).

sd/-

(Sanjay Agrawal)

Asstt Director General to the Govt. of India

(Source: <http://dot.gov.in/sites/default/files/DOC090114-002.pdf>)



No. 12035/3/2002.Pol. II
Government of India
Ministry of Urban Development
Directorate of Estates
Policy-II Section

Nirman Bhavan,
New Delhi-110108

Dated the 25th June, 2013

OFFICE MEMORANDUM

Sub : Furnishing of information regarding transfer, retirement, voluntary retirement, resignation, missing, long leave (with medical certificate and without medical certificate) and death of Government officials, who have been allottees of General Pool Residential Accommodation (GPRA) and disciplinary action taken against the delinquent allottees of GPRA to the Directorate of Estates.

I am directed to refer to this Directorate O.M. of even number dated 25.1.2002 on the subject mentioned above requesting all Ministries/Departments of the Government of India to furnish a monthly information in respect of transfer of allottees of General Pool Residential Accommodation to ineligible office/outstation posting/voluntary retirement/resignation/death of this Directorate immediately on occurrence of such events along with details of general pool residential accommodation occupied by such allottees in order to take timely follow up action. In the said OM it was also requested that a copy of orders of transfer, voluntary retirement and resignation may be endorsed to this Directorate as this would not only avoid unauthorized occupation of government accommodation but it would improve availability of government accommodation for allotment to other government servants who are in the waiting list.

2. It is further informed that this Directorate always forwards a copy of orders in cases of proven subletting to the concerned Ministry/Department/office to initiate disciplinary proceedings against the delinquent Government servant in terms of Department of Personnel and Training O.M. No. 11013/14/85-Estt. (A) dated 6-3-1986 and O.M. No. F.11012/2/97-Estt. (A) dated 31-12-1997.

3. It has been past experience in this Directorate that a very few Ministries/Departments/offices have intimated the outcome of the Disciplinary proceedings, under CCS (CCA) Rules, 1964 to Directorate of Estates on proven subletting cases. Moreover, no Ministry/Department/Office endorses a copy of orders of transfer, voluntary retirement, resignation and death to this Directorate resulting in unauthorised occupation of government accommodation.

4. In order to obviate unauthorized occupation of government accommodation and to streamline allotment of government accommodation, all Ministries/Departments/Offices are once again requested to furnish final outcome of the Disciplinary proceedings, under CCS (CCA) Rules, 1964 to Directorate of Estates and to endorse a copy of orders in respect of transfer of officials to an ineligible office, eligible office and outstation and voluntary retirement, resignation, death and missing government employees and employees on long leave (with medical certificate and without medical certificate) to this Directorate immediately on occurrence of such events along with details of general pool residential accommodation occupied by such allottees.

5. All Ministries and Departments of the Government of India are also requested to circulate this information to all offices (including statutory bodies etc.) under their control with the direction to adhere to the request of this Directorate without fail.

Sd/-
(S.K. Jain)
Deputy Director of States (Policy)
Phone : 2306 2816

To

1. All Ministries/Departments of the Government of India
2. DG, CPWD, Nirman Bhavan, New Delhi
3. All Officers and Sectins of Directorate of Estates
4. All Regional Offices of Directorate of Estates/CPWD
5. Sr. Technical Director, NIC - for uploading the OM.

Copy for information to:

1. PS to UDM
2. PS to MoS(UD)
3. Sr.PPS to Secretary, MoUD
4. PS to JS (UD)
5. PS to DE/PS to DE-II

7th Pay Commission

INTUC Resolution on early setting up of the 7th Pay Commission

Resolution on appointment of the 7th Pay Commission

The delegates' conference of INTUC adopted a resolution on appointment of the 7th pay commission in its 30th Plenary Session held in Raipur, Chhattisgarh. Since it is one of the major Central Trade Unions in India, the resolutions which are adopted in its conference will be given national importance and it would be taken up seriously by the Central Government. As the INTUC is the labour wing of Congress Party, it is expected that the demands made by the INTUC will be considered favorably by the Government.

The resolution on appointment of the 7th Pay Commission is given below

Resolution on appointment of the 7th Pay Commission

The delegate conference of INTUC demands the central government of India to appoint 7th pay commission without any delay.

The 6th central pay commission has recommended a new concept of Pay Band and Grade Pay as replacement to the 5th CPC pay scales/pay structure, which was accepted by the government. Consequently the revised Pay Band/Grade Pay was implemented with effect from January 1, 2006.

In the case of central public sector undertakings, the wages are invariably revised once in five years. The 5th cpc, in the case of central government employees, had recommended that the wages should be revised at least once in 10 years. The degree of inflation in economy determines the pace of erosion of the real value of wages. However this factor was never taken into consideration while determining the wage structure. It is however acknowledged that there has been DA compensation for the central government employees which does not compensate the actual erosion of wages in terms of actual cost of living.

The Government of India should take necessary measures to control the inflation in the essential commodities so that the state/central government employees and general public can maintain their living standard, as they are passing through severe hardship to meet both the ends. It is the general practice that after every 10 years, a new Pay Commission is appointed to examine the economic conditions of the government employees. In the larger interests of the state and central government employees, it is required to appoint the 7th Pay Commission to revise the wages and other benefits in the light of prevailing economic conditions.

The INTUC delegates' conference earnestly appeal to the government of India to appoint the 7th Pay Commission immediately, so that employees can maintain their living standards intact in the face of steep inflation.

(Source: <http://www.gservants.com>)

**Meeting on 7th Pay Commission is convened by DOPT,
Chairmanship of Secretary, DOP&T at 1500 hours
on 24th October, 2013 in Committee Room No. 190,
North Block, New Delhi.**

A Meeting on 7th Pay Commission is convened by DOPT

The central government employees will be happy to see some progress in the announcement made by central government on setting up of 7th Pay commission. The General Secretary, NFIR - National federation of Indian railway men, informed his leaders through his letter dated 20/10/2013, that a meeting with JCM Members has been convened under the Chairmanship of Secretary, DOP&T at 1500 hours on 24th October, 2013 in Committee Room No. 190, North Block, New Delhi.

According to the General Secretary, NFIR, the Core Issue to be discussed in the meeting will be 'Terms and reference of 7th Pay commission.' So it is believed that National Council JCM Members will share their views in the meeting regarding Terms and reference of 7th Pay Commission. Already lot of suggestions has been poured by netizens on 7th pay commission and the terms and reference of 7th pay commission.

What is Terms and Reference?

The term represents mainly two things

1. Purpose
2. Structure

So the purpose and structure of 7th pay commission will be discussed and most probably defined in the meeting to be held on 24/10/2013 at North Block with Staff Side Members of National Council JCM.

Some suggestions on Terms and reference on 7th Pay commission are compiled and produced here for inviting the Readers opinion.

Structure of the 7th Pay Commission

- 1) As the practice followed before, 7th pay Commission should be headed by a Retired or serving Judge of the Supreme Court;
- 2) Members of the Commission should have a representation from each Pay Band

-
- 3) Commission should have one Member each from Defence , Railways and Postal
 - 4) It should be assisted by a Consultative Body of Ex-Defence and Railway Personnel to project the special conditions prevailing there in - being the largest employers.

Purpose and Principals of Pay Determination

- 1) 1: 12 Ratio between Minimum and Maximum PAY to be reduced
- 2) Rationalizing Promotion Policy (No reservation in promotion)
- 3) Ensure effective functioning of Government Mechanism
- 4) Effective Grievance redressal System for Government servants
- 5) Removal of anomalies of Sixth CPC
- 6) Skill based Wage Structure (Suggestion of Economist)

So Readers may share their views here, if any, on 7th Pay commission and the terms and reference of 7th pay Commission

(Source: <http://www.7thcentralpaycommission.net>)

7th Pay Commission Date for implementation

Till this moment, the oral announcement only made by the Finance Minister to constitute 7th CPC for Central Government employees. There is no further action to constitute the committee for 7th CPC and we cannot say anything about the members of the committee and when it will be constituted.

There is no authentic information about the date to constitute the committee for preparing recommendations for 7th CPC. However, the committee will take maximum of 24 months to submit their recommendation report to Indian Government. The implementation of the 7th CPC is likely to be implemented from 1st January, 2016 to all Central government employees.

Not only the Central government employees, all government servants including their family members are keenly watching the news about 7th Central Pay Commission, because the same procedure / recommendations of Central Pay Commission are followed by state government to their employees.

Revision of pay has been implemented by the government once in ten years through the pay commissions and an employee can get a maximum of three pay hike in entire service. So, it is very excited to know the details of modifications in all the respect of pay.

In the view of above scenario, so many questions and doubts are raising among the Central government employees...

The questions and doubts are given below for your information...

1. When will constitute the committee for 7th CPC?
2. Who are all will be as chairperson and members of the committee?
3. Minimum pay scale in 7th CPC (7000 in 6th CPC)
4. Multiplication factor in 7th CPC (In 6th CPC 1.86)
5. Is 'Grade Pay' structure will continue in 7th CPC also!
6. Percentage of Increment will be fixed as 10%!
7. ACP - MACP - what will be next?
8. 'Tuition Fee' then 'Children Education Allowance' and next?
9. Any major changes in LTC Rules
10. Voluntary Retirement Scheme will be announced?
11. Rectification of anomalies arising in implementation of 6th CPC
12. Any changes in 'Fixation of Pay'on promotion
13. Rates of HRA (now getting 30%, 20% and 10%)
14. Expectations more on the calculation of Dearness allowance with AICPIN
15. About interest free and bearing advances
16. Minimum Pension (Now Rs.3500)
17. Any 'Women employees welfare schemes' (like CCL)
18. Travelling allowance and Daily allowance rules and rates
19. Weightage for promotion
21. Rates of Transport allowance (Now Rs.400, 600, 800, 1600 and 3200 + DA)
22. Modification in Qualifying Service for pension
23. Additional Pension scheme

Readers are requested to send their comments and suggestions to 7CPC.

DRAFT TERMS OF REFERENCE 7th CPC
Finalized by the Staff Side at the meeting of 25.10.2013

- A. To examine the existing structure of pay, allowances and other benefits/facilities, retirement benefits like Pension, Gratuity, other terminal benefits etc. to the following categories of employees.
1. Central Government employees - industrial and non industrial;
 2. Personnel belonging to All India services;
 3. Personnel belonging to the Defence Forces;
 4. Personnel called as Grameen Dak Sewaks belonging to the Postal Department;
 5. Personnel of Union Territories;
 6. Officers and employees of the Indian Audit and Accounts Department;
 7. Officers and employees of the Supreme Court;
 8. Members of Regulatory bodies (excluding RBI) set up under Act of Parliament.
- B. To work out the comprehensive revised pay packet for the categories of Central Government employees mentioned in (A) above as on 1.1.2014.
- C. The Commission will determine the pay structure, benefits facilities, retirement benefits etc. taking into account the need to provide minimum wage with reference to the recommendation of the 15th Indian Labour Conference (1957) and the subsequent judicial pronouncement of the honorable Supreme Court there-on, as on 1.1.2014.
- D. To determine the Interim Relief needed to be sanctioned immediately to the Central Government employees and Pensioners mentioned in (A) above;
- E. To determine the percentage of Dearness allowance/Dearness Relief immediately to be merged with Pay and pension
- F. To settle the anomalies raised in various fora of JCM.
- G. To work out the improvements needed to the existing retirement benefits, like pension, death cum retirement gratuity, family pension and other terminal or recurring benefits maintaining parity amongst past, present and future pensioners and family pensioners including those who entered service on or after 1.1.2004.
- H. To recommend methods for providing cashless/hassle-free Medicare facilities to the employees and Pensioners including Postal pensioners.

Minutes of the 1st meeting of the Pay Commission Committee (PCC) with the representatives of the Federations and Associations held on 26.02.2014

Minutes of the 1st meeting of the Pay Commission Committee (PCC) held in the Conference Room with the representatives of the Federations and Associations at 11.00 hours on 26.02.2014. List of those present in the meeting is annexed.

1. At the outset, Smt. Arti C.Srivastava Member - Secretary extended a warm welcome to all the invites. Member-Secretary further informed that a Pay Commission Cell (PCC) had been constituted under the chairmanship of Shri.Aidtya Mishra Sr.DDG/CP at OFB Hqrs to initiate deliberations and invite suggestions from all the stakeholders. Three preliminary meetings of the PCC have already been held. The meeting with the representatives of the Federations and Associations has been convened, as a part of the series of the meetings proposed to be held with all stakeholders to formulate views on various issues. A portal has also been launched on the OFB COMMENT to seek views of the officers, staff and employees on matters concerning 7th Pay commission and the General Mangers/Head of the Units have also been required vide Letter dated 14.02.2014 from the Chairman, PCC to have wide-ranging consultations in this regard and communicate their views and recommendations in the matter.

2. The Chairman of PCC, Terms of Reference ToR of the 7th Pay Commission are yet to be framed. However, at this stage, it is desirable if we pro-actively initiate all preparatory actions and crystallize our views and recommendations so that the same could be collated and compiled in the form of a comprehensive presentation before the pay commission at the appropriate time. Particularly, views are being sought on the methodology to be followed by the PCC, issues to be projected before the 7th Pay Commission and the areas/material/data to justify special considerations to the OF organisation vis-a-vis other organisations/cadres. In this connection, Chairman, PCC highlighted that issue relating to anomalies arising for the organisation, uniqueness about OFB, best practices in manufacturing sector, structural and policy limitations of the current system and the emerging ethos in line with other organisation could be deliberated. Therefore, Chairman, PCC invited representatives of the Federations and Associations to share their views in the matter.

3. From the views offered by the representatives of the Federations/Associations, it emerged that detailed proposals can be prepared only after the Terms of Reference (ToR) of the 7th CPC are finalised. The representatives of each Federation/Association however briefly raised the issues

which would merit detailed consideration/deliberations at a later stage. Also based on the experience of the previous pay commission, it was proposed that :

1. It should be impressed upon the 7th CPC that the Ordnance Factories Organisation as an Industry has a different role to play and that its working is different from other Central Government Deptts. with employees working under hazardous conditions and hard stations.
 2. All Cadre review proposals to be finalised immediately.
 3. Anomalies arising out of the 6th Pay commission be settled.
 4. Categories found to be not adequately taken care of in the 6th Pay commission be given thrust.
 5. Recast skills, functions, roles of employees and pay structure to bring parity among various categories.
 6. Outstanding of activities to be discouraged.
 7. OFB to take lead in interacting with 7th CPC as done on earlier occasions.
4. After detailed discussions, it emerged that pending finalisation of the Terms of Reference of the 7th pay commission by the Government, certain issues summarised below, were required to be addressed and the views concretised to establish a platform for formulating clear and effective recommendations on various issues :
- i. Early finalisation of all cadre review proposals - Action by DDG of the respective Cadre Controlling Authority Division
 - ii. Settlement of anomalies arising out 6th Pay commission - DDG/Admin, DDG/G&DDG/IR (for ii, iii and iv and v)
 - iii. Examine issues which have resulted in litigations
 - iv. Policy issues which require immediate consideration
 - v. Strengthening of the PPC Cell at OFB Hqrs.

5. The meeting ended with thanks to the Chair.

Sd/-
(Smt. Arti C.Srivastava)
Member Secretary

Minutes of the First meeting of the Pay Commission Committee of OFB

Source : INDWF

7th Central Pay Commission Resolution

रजिस्ट्री सं. डी. एल. - 33004/99

REGD. NO. D.L.-33004/99



भारत का राजपत्र
The Gazette of India

असाधारण

EXTRAORDINARY

भाग I-खण्ड 1

PART I-Section 1

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 54]	नई दिल्ली, शुक्रवार, फरवरी 28, 2014/फाल्गुन 9, 1935
No. 54]	NEW DELHI, FRIDAY, FEBRUARY 28, 2014/PHALGUNA 9, 1935

वित्त मंत्रालय

(व्यय विभाग)

संकल्प

नई दिल्ली, 28 फरवरी, 2014

सं. 1/1/2013-ई. III(ए). - भारत सरकार ने सातवें केन्द्रीय वेतन आयोग का गठन करने का निर्णय लिया है जो इस प्रकार है:-

1. अध्यक्ष - न्यायमूर्ति श्री अशोक कुमार माथुर
 2. सदस्य - श्री विवेक राय
 3. सदस्य - श्री रथिन रॉय
 4. सचिव - श्रीमती मीना अग्रवाल
2. आयोग के विचारार्थ विषय निम्नलिखित होंगे:
- (क) कर्मचारियों की निम्नलिखित श्रेणियों के संबंध में उन सिद्धांतों के लिए वांछनीय एवं व्यवहार्य परिवर्तनों की जांच

करना, समीक्षा करना, विकास करना और सिफारिश करना जिनसे परिलब्धियों की संरचना, वेतन, भत्ते एवं नकद अथवा वस्तु रूप में अन्य सुविधाएं/लाभ शासित होने चाहिए; और ऐसा करते हुए इन सिफारिशों के यौक्तिकीकरण और सरलीकरण के साथ-साथ विभिन्न विभागों, एजेंसियों एवं सेवाओं की विशेषीकृत आवश्यकताओं को ध्यान में रखा गया हो:-

- (i) केन्द्र सरकार के कर्मचारी - औद्योगिक एवं गैर-औद्योगिक;
 - (ii) अखिल भारतीय सेवाओं से संबंधित कार्मिक;
 - (iii) संघ राज्य क्षेत्रों के कार्मिक;
 - (iv) भारतीय लेखापरीक्षा एवं लेखा विभाग के अधिकारी और कर्मचारी;
 - (v) संसद के अधिनियमों के तहत गठित नियामक निकायों (आरबीआई को छोड़कर) के सदस्य; और
 - (vi) उच्चतम न्यायालय के अधिकारी और कर्मचारी
- (ख) उन सिद्धांतों के लिए वांछनीय एवं व्यवहार्य परिवर्तनों की जांच करना, समीक्षा करना, विकास करना और सिफारिश करना जिनसे रक्षा बलों के कार्मिकों की परिलब्धियों की संरचना, रियायतें एवं नकद अथवा वस्तु रूप में सुविधाएं/लाभ तथा सेवानिवृत्ति लाभ शासित होने चाहिए और ऐसा करते हुए इन कार्मिकों के विशिष्ट पक्षों पर उपयुक्त बल देते हुए इन बलों की ऐतिहासिक एवं पारंपरिक समानताओं को ध्यान में रखा गया हो।
- (ग) सरकारी सेवा के लिए सर्वाधिक उपयुक्त प्रतिभाओं को आकर्षित करने, कार्य संस्कृति में सक्षमता, जाबाबदेही एवं जिम्मेदारी की भावना को प्रोत्साहन देने और आधुनिक प्रशासन की जटिल चुनौतियों के साथ-साथ राजनीतिक, सामाजिक, आर्थिक एवं प्रौद्योगिकीय परिवर्तनों का मुकाबला करने की दृष्टि से लोक प्रशासन तंत्र में उत्कृष्टता को पुष्ट करने की आवश्यकता से संबद्ध परिलब्धि संरचना का ढांचा तैयार करना जिसमें हितधारियों की अपेक्षाओं पर उचित ध्यान दिया गया हो; साथ ही, दक्षता आधारित विन्यास के माध्यम से समुचित प्रशिक्षण एवं दक्षता निर्माण के उपाय सुझाना।
- (घ) बोनस की विद्यमान स्कीमों की जांच, अन्य बातों के साथ-साथ, कार्यनिष्पादन एवं उत्पादकता पर इसके प्रभाव को ध्यान में रखते हुए करना और उत्पादकता, कार्यनिष्पादन एवं सत्यनिष्ठा में उत्कृष्टता को पुरस्कृत करने के लिए उपयुक्त प्रोत्साहन स्कीम हेतु सामान्य सिद्धांतों, वित्तीय मापदंडों एवं शर्तों के संबंध में सिफारिशें करना।
- (ङ) कर्मचारियों को, वर्तमान में वेतन के अतिरिक्त उपलब्ध विभिन्न प्रकार के विद्यमान भत्तों की समीक्षा करना और यह सुनिश्चित करने की दृष्टि से उनके यौक्तिकीकरण एवं सरलीकरण का सुझाव देना कि वेतन संरचना तैयार करते समय इनको ध्यान में रखा गया है।
- (च) उन सिद्धांतों की जांच करना जिनसे पेंशन एवं अन्य सेवानिवृत्ति लाभों की संरचना शासित होनी चाहिए, और इसमें इस तथ्य को ध्यान में रखते हुए कि 01.01.2004 को अथवा उसके बाद नियुक्त केन्द्र सरकार के सभी कर्मचारियों के सेवानिवृत्ति लाभ 'नई पेंशन योजना' के दायरे में आते हैं, उन कर्मचारियों की पेंशन में संशोधन भी शामिल है जो इन सिफारिशों के प्रभावी होने की तारीख से पहले सेवानिवृत्त हो जाएंगे।
- (छ) निम्नलिखित को ध्यान में रखते हुए उपर्युक्त के संबंध में सिफारिशें करना:

-
- (i) देश की आर्थिक स्थिति और राजकोषीय विवेक की आवश्यकता;
 - (ii) यह सुनिश्चित करने की आवश्यकता कि विकासात्मक व्यय एवं कल्याणकारी उपायों के लिए पर्याप्त संसाधन उपलब्ध रहें;
 - (iii) उन राज्य सरकारों को साधारणतः कुछ संशोधनों के साथ इन सिफारिशों को अंगीकार करते हैं, कि वित्त व्यवस्था पर इन सिफारिशों के संभावित प्रभाव;
 - (iv) केन्द्रीय सार्वजनिक क्षेत्र के उपक्रमों के कर्मचारियों के लिए उपलब्ध प्रचलित परिलब्धि संरचना और सेवानिवृत्ति लाभ; और
 - (v) सर्वश्रेष्ठ वैश्विक पद्धतियां एवं भारतीय परिस्थितियों में इनकी स्वीकार्यता तथा प्रासंगिकता।
- (ज) उपर्युक्त सभी बिंदुओं के बारे में अपनी सिफारिशों के प्रभावी होने की तारीख की संस्तुति करना।
3. यह आयोग अपनी कार्यप्रणाली स्वयं विकसित करेगा और ऐसे सलाहकारों, सांस्थानिक परामर्शदाताओं और विशेषज्ञों को नियुक्त कर सकता है जिन्हें यह आयोग किसी प्रयोजन विशेष के लिए आवश्यक समझे। यह आयोग ऐसी सूचना और ऐसे साक्ष्य जिन्हें यह आवश्यक समझे, ले सकता है। भारत सरकार के मंत्रालय और विभाग आयोग द्वारा मांगी जाने वाली कोई सूचना और दस्तावेज तथा अन्य सहायता उपलब्ध कराएंगे। भारत सरकार का यह विश्वास है कि राज्य सरकारें, सेवा संघ तथा अन्य संबंधित पक्ष, आयोग को अपना संपूर्ण सहयोग और सहायता प्रदान करेंगे।
4. आयोग का मुख्यालय दिल्ली में होगा।
5. आयोग, अपने गठन की तारीख से 18 माह की समयावधि के अंदर अपनी सिफारिशें देगा। आयोग, सिफारिशों को अंतिम रूप दिए जाने के पश्चात् किसी भी मामले पर आवश्यकता पड़ने पर अंतरिम रिपोर्ट भेजने पर विचार कर सकता है।

- रतन पी वातल, सचिव

MINISTRY OF FINANCE
(Department of Expenditure)

RESOLUTION

New Delhi, the 28th February, 2014

Nö. 1/1/2013-E.III(A). - The Government of India have decided to appoint the Seventh Central Pay Commission comprising of the following:-

1. Chairman - Justice Shri Ashok Kumar Mathur
 2. Member - Shri Vivek Rae
 3. Member - Dr. Rathin Roy
 4. Secretary - Smt. Meena Agarwal
2. The terms of reference of the Commission will be as follows:-
- (a) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure including pay,

allowances and other facilities/benefits, in cash or kind, having regard to rationalization and simplification therein as well as the specialized needs of various Departments, agencies and services, in respect of the following categories of employees:-

- (i) Central Government Employees - industrial and non-industrial;
 - (ii) Personnel belonging to the All India Services;
 - (iii) Personnel of the Union Territories;
 - (iv) Officers and employees of the Indian Audit and Accounts Department;
 - (v) Members of the regulatory bodies (excluding the RBI) set up under the Acts of Parliament; and
 - (vi) Officers and employees of the Supreme Court
- (b) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure, concessions and facilities/benefits, in cash or kind, as well as the retirement benefits of the personnel belonging to the Defence Forces, having regard to the historical and traditional parities, with due emphasis on the aspects unique to these personnel,
- (c) To work out the framework for an emoluments structure linked with the need to attract the most suitable talent to Government Service, promote efficiency, accountability and responsibility in the work culture, and foster excellence in the public governance system to respond to the complex challenges of modern administration and the rapid political, social, economic and technologies changes, with due regard to expectations of stakeholders, and to recommend appropriate training and capacity building through a competency based framework.
- (d) To examine the existing schemes of payment of bonus, keeping in view, inter- alia, its bearing upon performance and productivity and make recommendations on the general principles, financial parameters and conditions for an appropriate Incentive Scheme to reward excellence in productivity, performance and integrity.
- (e) To review the variety of existing allowances presently available to employees in addition to pay and suggest their rationalization and simplification with a view to ensuring that the pay structure is so designed as to take these into account,
- (f) To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to

the date of effect of these recommendations, keeping in view that retirement benefits of all Central Government employees appointed on and after 01.01.2004 are covered by the New Pension Scheme (NPS),

- (g) To make recommendations on the above, keeping in view:
- i. the economic conditions in the country and the need for fiscal prudence;
 - ii. the need to ensure that adequate resources are available for developmental expenditures and welfare measures;
 - iii. the likely impact of the recommendations on the finances of the State Governments, which usually adopt the recommendations with some modifications;
 - iv. the prevailing emolument structure and retirement benefits available to employees of Central Public Sector Undertakings; and
 - v. the best global practices and their adaptability and relevance in Indian conditions.
- (h) To recommend the date of effect of its recommendations on all the above,

3. The Commission will devise its own procedure and may appoint such Advisors, Institutional Consultants and Experts, as it may consider necessary for any particular purpose. It may call for such information and take such evidence, as it may consider necessary. Ministries and Departments of Government of India shall furnish such information and documents and other assistance as may be required by the Commission. The Government of India trusts that State Governments, Service Associations and others concerned will extend to the Commission their fullest cooperation and assistance.

4. The Commission will have its Headquarters in Delhi.

5. The Commission will make its recommendations within 18 months of the date of its constitution. It may consider, if necessary, sending interim reports on any of the matters as and when the recommendations are finalized.

RATAN P. WATAL, Secy.

7th CPC Terms of Reference to include DA Merger and Interim Relief

SEVENTH PAY COMMISSION - 7TH CPC TERMS OF REFERENCE TO INCLUDE DA MERGER AND INTERIM RELIEF CABINET LIKELY TO APPROVE 7TH CPC TERMS OF REFERENCE SOON

In a bid to woo central government employees ahead of General Elections, the UPA government is expected to ask the seventh pay commission to consider merging 50% dearness allowance with basic pay of the employees.

This will form part of the 7th CPC terms of reference (ToR), to be considered by the Cabinet this week. The Commission may suggest interim relief as well.

Officials said the ToR of the Pay Commission categorically states that a proposal in this regard should be actively considered.

The hikes will be all the more appealing as the Centre is expected to increase the dearness allowance by 10% to 100% by the end of February. Usually, the DA is merged with the basic pay when the former goes beyond 50%. However, DA is 90%, but it has not been merged so far.

Assuming an employee gets Rs 100 as basic pay and Rs 100 as DA at present, the basic will rise to Rs 150, even if 50% allowance is merged.

A higher basic pay will also impact the house rent allowance (HRA) of employees as it is calculated at 30% of the basic pay for central government employees.

Dearness Allowance is linked to the consumer price index (industrial workers). The government uses CPI-IW data of the past 12 months to arrive at a quantum for calculating any DA hike. The allowance will be announced from January. As such, the retail inflation for industrial workers between January 1 to December 31, 2013 would be used to take a final call on the matter. The average inflation during this period had stood at 10.66%.

Earlier this month, the government had constituted the Pay Commission under the chairmanship of former Supreme Court Judge Ashok Kumar Mathur.

The other members of the panel are Petroleum Secretary Vivek Rae (full-time member), National Institute of Public Finance and Policy Director Rathin Roy (part-time member) and Officer on Special Duty in the Expenditure Department Meena Agarwal (Secretary).

The Commission's recommendations would be implemented from January 1, 2016, officials said. However, it may recommend interim relief as well, they added.

The recommendations of the Commission, will directly benefit almost 50 lakh employees and 30 lakh pensioners. Employees of states governments which will adopt the recommendations of the 7th Pay Commission will also benefit.

(Source: Business Standard)

7th CPC Questionnaire

1. Salaries

1.1 The considerations on which the minimum salary in case of the lowest Group ‘C’ functionary and the maximum salary in case of a Secretary level officer may be determined and what should be the reasonable ratio between the two.

Any Commission which considers the question of emoluments for employees/workers should first be inspired by the implication flowing from the amendment to the preamble of our Constitution where-by the words “socialist & secular” were prefixed to the word “Republic”, as also the Directive Principles of State Policy enshrined in Article 43 i.e. the state should endeavour to secure living wage for its employees/workers.

Group C is a skilled worker. MTS is the lowest category of Group C. The 6th CPC evolved the MTS by amalgamating some of the unskilled, semi-skilled and skilled functions without any scientific basis or logic. From the standpoint of the stipulation in the recruitment rules, eligibility criteria etc, MTS deserves to be categorized as a skilled worker. In practice, most of the departments have outsourced or contractorised the unskilled or semi skilled jobs leaving the MTS to cater to the requirements of the skilled functions.

Wage structure in civil service is to be determined on the basis of the computation of the minimum wage; fair comparison of wages elsewhere etc. The living wage, which is a constitutional guarantee, has not been defined. The 15th Indian Labour Conference held in 1957 brought in the concept of “Need Based Minimum wage” on the basis of Dr. Aykhroid formula. The need based minimum wage is required to be provided for an unskilled worker whenever one is employed. The definition underwent minor changes, when the Supreme Court revised the norms later. Presently there are no unskilled regular employees’ cadre in Government of India services. The Commission is required to first determine the need based minimum wage as per the Dr. Aykhroid formula and make necessary adjustment to determine the wages of MTS which is the lowest category in Government of India services. The co-relation of the wages of the skilled and skilled worker at the lowest grade had always been of the order of 130% for the skilled worker. The minimum of the pay of the MTS has therefore to be determined at 130% of the need based minimum wage.

The minimum maximum ratio obtaining in different countries as per information gathered by V CPC was as under:

Malaysia	-	1:3
Sweden	-	1:4
USA	-	1:4

Britain	-	1:6
France	-	1:6.6
Indonesia	-	1:6.9
Australia	-	1:7.7
Thailand	-	1:9
Hong Kong	-	1:40

However, the earlier Pay Commissions had adopted a ratio of 1:10. Since the minimum wage in the Central Government sector is no more related to an unskilled worker, this ratio must be proportionately changed to 1:9. If one is to take into account the fact that the Pay of Cabinet secretary, being the topmost Civil Servant I, for no valid justification, is excluded by the 6th CPC, the ratio in reality between the minimum and maximum will be more than 1:9.

Therefore, so far as maximum salary in the case of a Secretary level officer is concerned the reasonable ratio between minimum and maximum salary may be taken as 1:9 and salary of Secretary level officer may be fixed by multiplying the minimum wage by a factor of 9.

1.2 What should be the considerations for determining salary for various levels of functions falling between the highest level and the lowest level functionaries?

Salary for various levels of functions falling between the highest and the lowest level functionaries should be determined by applying the existing vertical and horizontal relativities which have been evolved over a time through various Pay Commissions.

In respect of special functionaries like Professionals and technocrats who normally prefer to work in the Private Sector and therefore either do not offer themselves for Government service or tend to leave it and go over to the Private Sector, Instead of providing them the salary structure of Group A administrative post they may be granted a special Pay package.

Similarly unskilled workers engaged in hazardous activities like scavenging, maintenance of rail track, in Laboratories, Hospitals may also be considered for a special treatment.

2. Comparisons

2.1 Should there be any comparison/parity between pay scales and perquisites between Government and the private sector? If so, why? If not, why not?

There should be no comparison/parity between pay scales and perquisites between Government and the private sector for their functions and objectives are incomparable. While the private sector is motivated by the concept of maximization of profit, the requirement of service to public without any favour is the cardinal principle of governance. A civil servant is supposed to possess the

qualities of being fearless but appreciative of inherent individual difficulties, non discriminatory between one citizen and the other; sense of equality; adherence to the rules and regulations etc.

However a “fair comparison with outside wages” is a principle which has been adopted world over for determination of wages of Civil (Government) servants and therefore atleast at the level of unskilled work, the average minimum wage obtaining in selected Private/Public sector undertakings is a must, subject to the condition that it should not be less than the Need Based Minimum wage determined and quantified on the basis of norms adopted by the 15 ILC.

So far as perquisites are concerned no comparison with those obtaining in Private sector is possible except in the case of House Rent/Travelling Allowances. Other perquisites in the Private sector have been granted on altogether different considerations.

2.2 Should there at all be any comparison/parity between pay scales and perquisites between Government and the public sector? If so, why? If not, why not?

Yes. For the sake of a fair comparison of wages.

2.3 The concept of variable pay has been introduced in Central Public Sector Enterprises by the Second Pay Revision Committee. In the case of the Government is there merit in introducing a variable component of pay? Can such variable pay be linked to performance?

The concept of performance related pay structure was actually imported by the 6th CPC through the Pay Band and Grade Pay system. In the absence of an objective measurement criterion to evaluate the performance of individual officials and groups, the innovation was flawed right at the outset. The 6th CPC failed to recognize the fact that in Governmental set up, segmentalisation of functions into tiny units is next to impossible. In order to make the concept workable, the organization must be capable of finalizing clear cut targets both at the individual and group levels. This being difficult in most of the Governmental organizations, it is not desirable either to continue with the existing system or import or replicate what is done in the Public Sector Undertakings. This apart, it is pertinent to point out that most the west European countries, which adopted the Performance pay related scheme in civil service in the haydays of Thatcher-Reagan era subsequently discarded it as infeasible.

3. Attracting Talent

3.1 Does the present compensation package attract suitable talent in the All India Services & Group A Services? What are your observations and suggestions in this regard?

Generally the pay package in Government service at all levels is at a low level compared to the exorbitant pay packets provided by some of the Transnational Corporation in the private Sector. This has no doubt a deleterious impact on the quality of personnel recruited to Civil service,

especially at lower levels. Since the Group A Service officers in Civil Service enjoy enormous power, perks privileges and an incomparable job security it has continued to attract talents. As mentioned elsewhere, while parity with the pay and perquisites with the private sector is neither desirable nor feasible, the Commission must ensure that at the widening gap in this regard is taken into account as an important factor to be addressed. The element of statutory Pension is one very important and significant factor in attracting persons for Government service. Therefore, the NPS and PFRDA Act may be scrapped and statutory pension as a service condition may be restored.

3.2 To what extent should government compensation be structured to attract special talent?

Government may be required to requisition the service of personnel with special talents of professionals and technocrats for specific jobs. The Commission may evolve a scheme for the recruitment and retention of such professionals and technocrats with special pay packets and flexible service conditions.

4. Pay Scales

4.1 The 6th Central Pay Commission introduced the system of Pay Bands and Grade Pay as against the system of specific pay scales attached to various posts. What has been the impact of running pay bands post implementation of 6th CPC recommendations?

The Pay Band and Grade Pay system evolved by the 6th CPC in implementation of the concept of performance related pay structure in civil service, as mentioned elsewhere, was a disaster. Having introduced without proper consultation with the stake holders, It did not serve the requisite purpose. The system brought about innumerable anomalies of varied nature, which could not be addressed by the National or Departmental Anomaly committees within the parameters stipulated by the Government. The failure of these committees to address the issues which were appreciated by all concerned as genuine stand testimony of the incorrigible character of the scheme leaving no alternative except to discard it to be replaced by the Pay scale structure.

4.2 Is there any need to bring about any change?

Yes. This has to be changed lock, stock and barrel.

There is a need to revert to Time Scale pattern of wage structure abandoning the Pay Band Grade Pay Structure. The time scale of pay should have a minimum pay and annual increment at the rate mentioned in answer to question No. 5.2 but without any maximum so that it is a running pay scale. This will eliminate the phenomena of stagnation.

4.3 Did the pay bands recommended by the Sixth CPC help in arresting exodus and attract talent towards the Government?

No. Not at all.

The Pay Band & Grade Pay structure has not prevented the highly qualified technocrats and professions to leave the Government in search of better career avenues in public and private sectors.

4.4 Successive Pay Commissions have reduced the number of pay scales by merging one or two pay scales together. Is there a case for the number of pay scales/ pay band to be rationalized and if so in what manner?

It must be noted that the successive Pay commissions had reduced the pay scales only at the Group C and D levels. It has now reached a saturation point. There is no much scope to have further exercise in this direction except where clear overlapping exists. The Commission must however attempt to bring about uniform hierarchical set up at all levels in all departments. The pay scales are to be constructed by a common multiplication factor as was done by the 5th CPC.

4.5 Is the “grade pay” concept working? If not, what are your alternative suggestions?

It is not working and must be replaced with the pay scale structure which was in vogue prior to the implementation of the 6th CPC. The purpose for which it had been devised is not specified by the VI CPC. It also did not serve as a fitment benefit. At best the grade pay can only be termed as an adhoc increase which has been allowed over the existing basic pay and DA as on 1.1.2006.

5. Increment**5.1 Whether the present system of annual increment on 1st July of every year uniformly in case****of all employees has served its purpose or not? Whether any changes are required?**

No. In fact the single date increment system has brought in anomalies, which were discussed at length at the National Anomaly Committee, without reaching an agreement. In our Opinion, the commission must recommend, for administrative expediency, two specific dates as increment dates. Viz. 1st January and 1st July. Those recruited/appointed/promoted during the period between 1st Jan and 30th June, will have their increment date on 1st January and those recruited/appointed/promoted between 1st July and 31st December will have it on 1st July next. This apart the Commission is required to specifically recommend that those who retire on 30th June and 31st December are granted one increment on the last day of their service.

5.2 What should be the reasonable quantum of annual increment?

The reasonable quantum of increment should not be less than 5% of the basic pay or the rate of increment agreed upon through bilateral discussion in the Banking industry, whichever is higher.

5.3 Whether there should be a provision of variable increments at a rate higher than the normal annual increment in case of high achievers? If so, what should be transparent and objective parameters to assess high achievement, which could be uniformly applied across Central Government?

Without defining the term “high achiever” and prescribing transparent and objective parameters to assess high achievement the system of variable increments at a rate higher than normal annual increments will be misused on subjective assessment of high achievements. For these reasons and for what we have stated in reply to question No. 2.3 the scheme of variable increment is not desirable.

5.4 Under the MACP scheme three financial up-gradations are allowed on completion of 10, 20, 30 years of regular service, counted from the direct entry grade. What are the strengths and weaknesses of the scheme? Is there a perception that a scheme of this nature, in some Departments, actually incentivizes people who do not wish to take the more arduous route of qualifying departmental examinations/ or those obtaining professional degrees?

There should be 5 financial upgradation in the departmental promotional hierarchy. MACP is a time bound promotional scheme. The scheme is required to be continued to motivate personnel at all levels and at all departments especially in those organizations, where normal promotional avenues are few and far between. Normal promotions are dependent upon the availability of vacancies at higher levels. The job requirement of certain organizations may not be capable of creating requisite number of higher level positions whereas it might need large number of personnel at lower levels. MACP alone can take care of that specific situation. The arduous route of career progression through examination and professional qualification, no doubt will be preferred if and only if such promotions are made available for the eligible candidates within a reasonable period of residency in the feeder cadre. Say three years.

6. Performance

What kind of incentives would you suggest to recognize and reward good performance?

We are against the system of incentives to reward good performance as this would only encourage favouritism and nepotism for the reasons stated to our reply to question No.2.3 and 5.2

7. Impact on other organizations

Salary structures in the Central and State Governments are broadly similar. The recommendations of the Pay Commission are likely to lead to similar demands from employees

of State Governments, municipal bodies, Panchayati raj institutions & autonomous institutions. To what extent should their paying capacity be considered in devising a reasonable remuneration package for Central Govt. employees?

Capacity of a Governmental organization to pay cannot be gauged only from the available resources but also its potential to raise resources. Wages cannot be determined on the single factor of capacity of the Government to pay. It must be noted that there are various State Governments in the country which pay better pay packets, perquisites and allowances to its employees than what is provided to the Central Government employees. Panchayati Raj institution, Municipalities, normally follow the salary structure of the respective State Governments. It is also to be noted that various State Governments do revise the wages of their employees once in five years. In any case the incapacity of the government to pay cannot be a justification to deny the minimum wage to workers and the salary structure based upon that concept, especially in the background that the government is to function as a model employer. It also cannot be an excuse for denial of wages on a fair comparison of the wages existing in the society which is evolved as a product of collective bargaining of the workers.

8. Defence Forces

8.1 What should be the considerations for fixing salary in case of Defence personnel and in what manner does the parity with civil services need to be evolved, keeping in view their respective job profiles?

No comments

8.2 In what manner should the concessions and facilities, both in cash and kind, be taken into account for determining salary structure in case of Defence Forces personnel.

No comments

8.3 As per the November 2008 orders of the Ministry of Defence, there are a total of 45 types of allowances for Personnel Below Officer Rank and 39 types of allowances for Officers. Does a case exist for rationalization/ streamlining of the current variety of allowances?

No comments

8.4 What are the options available for addressing the increasing expenditure on defence pensions?

No comments

8.5 As a measure of special recognition, is there a case to review the present benefits provided to war widows?

No comments

8.6 As a measure of special recognition, is there a case to review the present benefits provided to disabled soldiers, commensurate to the nature of their disability?

No comments.

9. Allowances

9.1 Whether the existing allowances need to be retained or rationalized in such a manner as to ensure that salary structure takes care not only of the job profile but the situational factors as well, so that the number of allowances could be at a realistic level?

The existing allowances need to be retained. They are at a realistic level having been evolved by successive Pay Commission over detailed deliberations.

9.2 What should be the principles to determine payment of House Rent Allowance?

The IIIrd CPC had recommended that Government should lay down appropriate HRA rates in different cities and town based not on population criteria, but on an actual assessment of prevailing level of rent in different cities and Towns. Alternatively, certain notional rents for different types of accommodation meant for officers and personnel of specified pay groups should be laid down for particular cities after studying the actual market rent in that city. The house rent allowance will have to be the actual rent payable by an employee in a particular location as reduced by 10% of basic pay being the amount factored in the computation of minimum wage.

10. Pension

10.1 The retirement benefits of all Central Government employees appointed on or after 1.1.2004 are covered by the New Pension Scheme (NPS). What has been the experience of the NPS in the last decade?

We are of the considered opinion that the new pension scheme which came into existence for the employees recruited after 1.1.2004 must be scrapped. The old statutory pension scheme as was in vogue prior to 1.1.2004 must be made applicable to all Government employees irrespective of the date of their entry into Government service. The New pension scheme has in fact created a class within class amongst the Central Government employees which is discriminatory and impermissible. It is clearly in contravention of the dictum pronounced by the Constitution Bench of the Supreme Court in *Nakara Vs Union of India* and therefore deserves to be rescinded.

Since this New Pension Scheme has been introduced with effect from 01.01.2004, it will come into operation only after 30 years in the year 2034 or so when present new entrants retire and get pension from annuities purchased from 40% of total accumulated pension fund.

10.2 As far as pre-1.1.2004 appointees are concerned, what should be the principles that govern the structure of pension and other retirement benefits?

The concept of modified parity introduced by the 5th CPC as a measure to reduce the financial implication must be replaced with the full parity concept as was made applicable for the personnel retired prior to 1.1.1986. In other words, the pay of every retired person must be re-determined notionally as if he is not retired and then his pension to be computed under the revised rules. This alone will protect the value of pension of a retired person. 5th CPC in their Para 127.6 has observed, “It needs to be averred emphatically that pension is not in the nature of alms being doled out to beggars. Senior Citizens (Retired Government employees) need to be treated with dignity & courtesy benefitting their age. Pension is their statutory, inalienable, enforceable right & it has been earned by the sweat of their brow” Hon’ble Supreme Court, in its landmark 5 Judge Constitutional Bench judgement dated 17.12.1982 in the case of D.S. Nakara Vs Union of India ruled – “A Pension scheme consistent with available resources must provide (adequate pension) so that the Pensioner would be able to live

- i) free from want, with decency, independence and self respect and
- ii) At a standard equivalent at pre-retirement level.
- iii) Pensioners from payment of pension form a homogenous class. Different formulae affording unequal treatment cannot be adopted to compute their pension solely on the ground that some retired earlier and some retired later.

A comprehensive scheme of retirement benefit has been suggested by the stake holders both as an agenda in the National Council meeting of JCM and the meetings of SCOVA. The Commission is requested to consider the well thought out scheme formulated in those agenda and make recommendations to the Government, so that the pension and retirement benefits will really become meaningful for the retired employees. We shall elucidate the points in detail when we submit the memorandum to the Commission on retirement benefits.

11. Strengthening the public governance system**11.1 The 6th CPC recommended upgrading the skills of the Group D employees and placing them in Group C over a period of time. What has been the experience in this regard?**

The then existing Group D employees, to the best of our understanding have all been trained, upgraded or promoted to function as skilled group C employees. 11.2 In what way can Central Government organizations functioning be improved to make them more efficient, accountable and responsible? Please give specific suggestions with respect to:

- a) Rationalisation of staff strength and more productive deployment of available staff;
- b) Rationalisation of processes and reduction of paper work; and

-
- c) Economy in expenditure.

Whatever rationalization effected so far by the Government had been through an unscientific and arbitrary executive fiat like the one issued in 2001 and which was kept operative till 2009. The said exercise only reduced the staff strength drastically. We are not aware of any rationalization or reduction in Group A cadres through this exercise even though the executive instruction covered all grades and cadres in the Government service. It in effect made most of the departments of the Govt. of India either non functional or dysfunctional. In our considered opinion, the 7thCPC must recommend to the Government to set up a Committee in each department with experts from outside the organization, the officials from within the organization and representative of the Unions of the respective department to study the functional changes taken place over the years, especially due to the induction of modern technology the new challenges and the best way to meet those challenges' reduction in paper work, customer satisfaction and economy in expenditure and make suggestions to the Government for their acceptance and implementation in toto.

12. Training/ building competence

To ensure that periodical professional training is imparted to all personnel to update the skills.

12.1 How would you interpret the concept of “competency based framework”?

No comments. This in fact is a matter which must be considered by an Administrative Reforms Commission rather than a Pay Commission.

12.2 One of the terms of reference suggests that the Commission recommend appropriate training and capacity building through a competency based framework.

- a) Is the present level of training at various stages of a person's career considered adequate? Are there gaps that need to be filled, and if so, where?
- b) Should it be made compulsory that each civil service officer should in his career span acquire a professional qualification? If so, can the nature of the study, time intervals and the Institution(s) whose qualification are acceptable, all be stipulated?
- c) What other indicators can best measure training and capacity building for personnel in your organization? Please suggest ways through which capacity building can be further strengthened?

In our opinion in- service training is the best course for skill development.

Outsourcing of Governmental functions per se is undesirable and must be stopped.

13.1 What has been the experience of outsourcing at various levels of Government and is there a case for streamlining it?

The experience has been sheer duplication of work by existing regular employees and deterioration of efficiency in public service.

13.2 Is there a clear identification of jobs that can be outsourced?

No. for reasons stated in reply to question No. 13.

14. Regulatory Bodies

No comments.

14.1 Kindly list out the Regulators set up under Acts of Parliament, related to your Ministry/ Department. The total number of personnel on rolls (Chairperson and members + support personnel) may be indicated.

No comments. The reply has to be given Government Departments.

14.2 Regulators that may not qualify in terms of being set up under Acts of Parliament but perform regulatory functions may also be listed. The scale of pay for Chairperson /Members and other personnel of such bodies may be indicated.

No comments. The reply has to be given Government Departments.

14.3 Across the Government there are a host of Regulatory bodies set up for various purposes. What are your suggestions regarding emoluments structure for Regulatory bodies?

No comments.

15. Payment of Bonus

One of the terms of reference of the 7th Pay Commission is to examine the existing schemes of payment of bonus. What are your suggestions and observations in this regard.

The 7th CPC must make note of the recommendations of the 5th CPC & Bazle Karim Committee Report which are yet to be acted upon by the Government. The present system of Productivity linked bonus is the product of bilateral agreements and cannot be changed through unilateral decisions. What is needed is that the Government must issue necessary guidelines to enable all departments to enter into such bilateral agreements with their staff unions so that the adhoc bonus system presently in vogue in many departments could be abolished.

**7th Pay Commission calls for report on pay and allowances and
other service conditions of Central Government Employees
from all Secretaries of various Central Government Departments.**

MEENA AGARWAL
SECRETARY

GOVERNMENT OF INDIA
SEVENTH CENTRAL PAY COMMISSION
NEW DELHI - 110001

No. 7CPC/21/Secy.'s

Dated : May 2, 2014

Dear

This is further to my DO letter No. 7CPC/15/Questionnaire dated 9th April 2014, enclosing a Questionnaire through which the views of your Ministry were sought on the various aspects of the broad issues that the Seventh Pay Commission is mandated to address.

2. While examining the various issues that it is required to look at, apart from the views already sought, the Commission would also need specific data / information on some of the focus areas viz., personnel position, expenditure on salaries and allowances, deployment of contractual staff, training and skill development of personnel, etc. Accordingly, templates for seeking the necessary data have been prepared and are enclosed herewith. Each of the focus areas is covered in a separate Annexure. Data provided by the Ministries / Departments will be crucial in analyzing the key parameters to be studied by the Commission.

3. This composite data template is being shared through the Open Government Data (OGD) platform (data.gov.in). The nodal officers of your Ministries / Department for data collation activity the pre-designed spreadsheets in XLS format and fill them in offline. Once this data collation activity is completed those sheets can be uploaded through the data.gov.in. The Data Controllers of data.gov.in are already familiar with process and methodology of uploading data on to this site. In case your Ministry has not yet nominated the Data Controller, this may kindly be done in accordance with the instructions as contained in the letter of the Cabinet Secretary dated July 18, 2012 in this regard. The weblink of the letter is http://data.gov.in/sites/default/files/CabSect_Letter.pdf.

4. Instructions may please be issued to the concerned Nodal Officer designated to deal with Pay Commission to furnish replies to the template, complete in all respects. All expenditure related data may kindly be got vetted/ obtained from the Principal CCA/CA of the Ministry / Department in ease of Civil Ministries and by the counterpart officers in the case of Defence, Railways and Posts.

5. I shall be grateful if the data as sought for is furnished to the Commission by 10 June 2014.

With regards,

Yours Sincerely,
Sd/-
(Meena Agarwal)

Gazette Notification and Postmen/MTS Recruitment Rules

Postman and Mail Guard Recruitment Rules, 2010

No 44-14/2009-SPB-I
Government of India
Ministry of Communications & IT
Department of Posts

Dak Bhawan, Sansad Marg,
New Delhi - 110116
Dated : 12.07.2012

To

1. All Chief Postmasters General
2. All Postmasters General
3. The Director, Rafi Ahmed Kidwai, National Postal Academy, Ghaziabad

Sub : Amendment of Department of Posts (Postman and Mail Guard) Recruitment Rules, 2010.

Sir/Madam,

I am directed to forward herewith a copy of Department of Posts (Postman and Mail Guard) (Amendment) Recruitment Rules, 2012 notified in the Gazette of India, Extraordinary, Part II Section 3, Sub section (i) dated 28.06.2012.

2. It is requested that the amendment in the Recruitment Rules may be brought to the notice of all concerned.

Encl. As above.

Yours faithfully
Sd/-
(Raj Kumar)
Director (Staff)

Copy for information to:-

1. PPS to Secretary (P)
2. All Members of the Postal Services Board/JS & FA)
3. Secretary (PSB)
4. CGM (BD) / CGM (MB) / CGM (PLI)
5. All Dy. Directors General / GMs
6. GM (CEPT) with a request to upload this letter alongwith enclosed amended RRs on India Post Website
7. Pr. Director of Audit (Postal), Delhi-110054
8. Additional Director General, APS, R.K. Puram, New Delhi
9. Chief Engineer (Civil, HQ)
10. All Directors, Postal Training Centers
11. Ministry of Law and Justice, Legislative Department
12. Lok Sabha Secretariat
13. Rajya Sabha Sectt.
14. All Recognised Unions / Associations / Federations
15. SPB-II/PE-I/PE-II/Admn./PAP/DE/GDS/PCC/SR/PA Wing

Sd/-
(Raj Kumar)
Director (Staff)



सत्यमेव जयते

भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II-खण्ड 3-उप-खण्ड (i)

PART II-Section 3-Sub-Section (i)

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 311]

नई दिल्ली, बृहस्पतिवार, जून 28, 2012/आषाढ़ 7, 1934

No. 311]

NEW DELHI, THURSDAY, JUNE 28, 2012/ASADHA 7, 1934

संचार एवं सूचना प्रौद्योगिकी मंत्रालय

(डाक विभाग)

अधिसूचना

नई दिल्ली, 28 जून, 2012

सा.का.नि. 511(अ).-संविधान के अनुच्छेद 309 के परन्तुक द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए राष्ट्रपति एतद्वारा डाक विभाग (पोस्टमैन और मेलगार्ड) भर्ती नियम, 2010 में और संशोधन करने हेतु निम्नलिखित नियम बनाती हैं, अर्थात् :-

1. (1) इन नियमों को डाक विभाग (पोस्टमैन और मेलगार्ड) भर्ती (संशोधन) नियम, 2012 कहा जाएगा।
(2) ये सरकारी राजपत्र में प्रकाशन की तारीख से प्रवृत्त होंगे।
2. डाक विभाग (पोस्टमैन और मेलगार्ड) भर्ती नियम, 2010 की अनुसूची में पोस्टमैन के पद से संबंधित क्रम संख्या के समक्ष,-
 - (i) कॉलम (8) की प्रविष्टि में 'मैट्रिकुलेशन' शब्द के बाद 'समकक्ष' हटा दिया जाएगा;
 - (ii) कॉलम (11) में, प्रविष्टि में, -
 - (क) खण्ड (क) और (ख) के लिए निम्नलिखित खण्ड प्रतिस्थापित किया जाएगा, नामतः:-

“(क) 50% भर्ती करने वाले जिवीजन के ऐसे मल्टी टास्किंग स्टाफ में से सीमित विभागीय प्रतियोगिता परीक्षा के आधार पर पदोन्नति द्वारा जो रिक्ति वाले वर्ष की पहली जनवरी को तत्कालीन ग्रुप 'घ' पद पर की गई

सेवा, यदि कोई हो, के साथ ग्रेड में तीन वर्ष की नियमित सेवा प्राप्त हों, जिसके न होने पर पड़ोसी डिवीजन/यूनिट के मल्टी टास्किंग स्टाफ में से कथित परीक्षा के आधार पर, जिसके न होने पर ओपन मार्किट से सीधी भर्ती द्वारा।”

(ख) खण्ड (ग) और (घ) के लिए निम्नलिखित खण्ड प्रतिस्थापित किया जाएगा नामतः:-

“(ख) 50% भर्ती करने वाले डिवीजन के ऐसे ग्रामीण डाक सेवकों* के लिए सीमित प्रतियोगिता परीक्षा के आधार पर सीधी भर्ती द्वारा जिन्होंने रिक्ति वाले वर्ष की पहली जनवरी को इस हैसियत के साथ कम से कम 5 वर्ष तक कार्य किया हो, जिसके न होने पर पड़ोसी डिवीजन/यूनिट के ग्रामीण डाक सेवकों में से कथित परीक्षा के आधार पर, जिसने न होने पर ओपन मार्किट से सीधी भर्ती द्वारा।

* ग्रामीण डाक सेवक सिविल पद धारक होते हैं परन्तु वे नियमित सेवा के बाहर होते हैं जिसके कारण से उनकी नियुक्ति सीधी भर्ती द्वारा की जाएगी।”

(iii) कॉलम (12) में, प्रविष्टि में, -

(क) खण्ड (i) टिप्पण 1 और खण्ड (ii) के लिए निम्नलिखित खण्ड प्रतिस्थापित किया जाएगा, नामतः:-

“50% भर्ती करने वाले डिवीजन के ऐसे मल्टी टास्किंग स्टाफ में से सीमित विभागीय प्रतियोगिता परीक्षा के आधार पर पदोन्नति द्वारा जो रिक्ति वाले वर्ष की पहली जनवरी को तत्कालीन ग्रुप ‘घ’ पद पर की गई सेवा, यदि कोई हो, के साथ ग्रेड में तीन वर्ष की नियमित सेवा प्राप्त हों, जिसके न होने पर पड़ोसी डिवीजन/यूनिट के मल्टी टास्किंग स्टाफ में से कथित परीक्षा के आधार पर, जिसके न होने पर ओपन मार्किट से सीधी भर्ती द्वारा।”

(ख) “टिप्पण 2” को “टिप्पण 1” के रूप में पुनः क्रमांकित किया जाएगा और इस प्रकार पुनः क्रमांकित “टिप्पण 1” में ब्रैकटों, शब्दों और आंकड़ों “[उपर्युक्त (i) और (ii) के लिए लागू]” को हटा दिया जाएगा; “टिप्पण 3” को “टिप्पण 2” के रूप में पुनः क्रमांकित किया जाएगा।”

[फा. सं. 44-14/2009-एसपीबी-I]

राजकुमार, निदेशक (स्टाफ)

पाद टिप्पणी : मूल नियम सा.का.नि. 983(अ), दिनांक 20 दिसम्बर, 2010 के तहत प्रकाशित किए गए थे।

MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY

(Department of Posts)

NOTIFICATION

New Delhi, the 28th June, 2012

G.S.R. 511(E). - In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules to amend the Department of Posts (Postman and Mail Guard) Recruitment Rules, 2010, namely:-

1. (1) These Rules may be called the Department of Posts (Postman and Mail Guard) Recruitment (Amendment) Rules, 2012.
- (2) They shall come into force on the date of their publication in the Official Gazette.

2. In the Schedule to the Department of Posts (Postman and Mail Guard) Recruitment Rules, 2010, against serial number 1 relating to the post of Postman,-

(i) in column (8), in the entry, after the word “Mariculation”, the words “or Equivalent” shall be omitted;

(ii) in column (11), in the entry,-

(A) for clauses (a) and (b), the following clause shall be substituted, namely:-

“(a) 50% on the basis of Limited Departmental Competitive Examination by promotion from amongst Multi Tasking Staff of the recruiting Division with three years regular service in the grade including service put in, if any, against an erstwhile Group ‘D’ post on regular basis as on the 1st January of the year to which the vacancy(ies) belong failing which, from amongst Multi Tasking Staff of the neighbouring Division/Unit on the basis of the said Examination, failing which by direct recruitment from open market.”

(B) for clauses (c) and (d), the following clause shall be substituted, namely:-

“(b) 50% by direct recruitment on the basis of Competitive Examination Limited to Gramin Dak Sevaks* of the recruiting Division who have worked for at least five years in that capacity as on the 1st day of January of the year to which the vacancy(ies) belong, failing which from amongst Gramin Dak Sevaks of the neighbouring Division/Unit on the basis of the said Examination, failing which by direct recruitment from open market.

* Gramin Dak Sevaks are holders of Civil posts but they are outside the regular Civil Service due to which their appointment will be by direct recruitment.”

(ii) in column (12), in the entry,-

(A) for clause (i), Note 1 and clause (ii), the following clause shall be substituted, namely:-

“50% on the basis of Limited Departmental Competitive Examination by promotion from amongst Multi Tasking Staff of the recruiting Division with three years regular service in the grade including service put in, if any, against an erstwhile Group ‘D’ post on regular basis as on the 1st January of the year to which the vacancy(ies) belong, failing which from amongst Multi Tasking Staff of the neighbouring Division/Unit on the basis of the said Examination, failing which by direct recruitment from open market”;

(B) “Note 2” shall be re-numbered as “Note 1” as so re-numbered, the brackets, words and figures” [Applicable for (i) and (ii) above]” shall be omitted;

(C) “Note 3” shall be renumbered as “Note 2”.

[F.No. 44-14/2009-SPB-II]

RAJ KUMAR, Director (Staff)

Footnote : The principal rules were published *vide* number G.S.R. 983 (E), dated the 20th December, 2010.

**POSTMAN & MAIL GUARD RECRUITMENT RULES-2010 AND
RECRUITMENT (AMENDMENT) RULES-2012 -
A COMPARITIVE LOOK**

RECRUITMENT RULES, 2010	RECRUITMENT(AMENDMENT)RULES,2012
1. (1) These Rules may be called the Department of Posts (Postman and Mail Guard) Recruitment Rules, 2010. (2) They shall come into force on the date of their publication in the Official Gazette.	1. (1) These Rules may be called the Department of Posts (Postman and Mail Guard) Recruitment (Amendment) Rules, 2012. (2) They shall come in to force on the date of their publication in the Official Gazette.
	2. In the Schedule to the Department of Posts (Postman and Mail Guard) Recruitment Rules, 2010, against serial number 1 relating to the post of Postman,--
Column No.8 Matriculation or Equivalent from a recognized Board or University for direct recruitment from open market. No education qualification is prescribed for direct recruitment limited to Gramin Dak Sevaks.	(i) in column (8), in the entry, after the word "Matriculation", the words "or Equivalent" shall be omitted.
Column No.11 (a) 25% by promotion by selection of Multi Tasking Staff of the recruiting division; (b) 25% on the basis of Limited Departmental Competitive Examination by promotion from amongst Multi Tasking Staff of the recruiting Division with three years regular service in the grade including service put in, if any, against an erstwhile Group 'D' post on regular	(ii) in column (11), the entry,- (A) for clauses (a) and (b) the following clause shall be substituted namely:- "(a) 50% on the basis of Limited Departmental Competitive Examination by promotion from amongst Multi Tasking Staff of the recruiting Division with three years regular service in the grade including service put in, if any, against an erstwhile Group 'D' post on regular basis as on the 1st January of the year to which the vacancy(ies) belong failing which, from amongst Multi Tasking Staff of the neighbouring Division/Unit on the

<p>basis as on the 1st January of the year to which the vacancy(ies) belong failing which by direct recruitment.</p> <p>(C)25% by recruitment on the basis of Competitive examination limited to Gramin Dak Sevaks* of the recruiting Division who have worked for at least five years in that capacity as on the 1st day of January of the year to which the vacancy(ies) belong failing which by direct recruitment;</p> <p>*Gramin Dak Sevaks are holders of Civil posts but they are outside the regular Civil Service due to which their appointment will be by direct recruitment.</p> <p>(d)25% by direct recruitment from open market.</p> <p>Note:1: The scheme for Direct Recruitment shall be as per administrative instructions issued by the Department from time to time.</p>	<p>basis of the said Examination, failing which by direct recruitment from open market"</p> <p>(B)for clauses (c) and (d), the following clause shall be substituted, namely:-</p> <p>"(b)50% by direct recruitment on the basis of Competitive Examination Limited to Gramin Dak Sevaks* of the recruiting Division who have worked for at least five years in that capacity as on the 1st day of January of the year to which the vacancy(ies) belong, failing which from amongst Gramin Dak Sevaks of the neighbouring Division/Unit on the basis of the said Examination, failing which by direct recruitment from open market.</p> <p>*Gramin Dak Sevaks are holders of Civil posts by they are outside the regular Civil Service due to which their appointment will be by direct recruitment.";</p>
<p>Column No.12</p> <p>(i)25% by promotion of Multi Tasking Staff of the recruiting Division with three years regular service in the grade including service put in, if any, against an erstwhile Group D post on regular basis.</p> <p>Note 1: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less, and have successfully completed their probation</p>	<p>(iii)in column (12), in the entry,-</p> <p>(A)for clause(i), Note 1 and clause (ii), the following clause shall be substituted, namely:-</p> <p>"50% on the basis of Limited Departmental Competitive Examination by promotion from amongst Multi Tasking Staff of the recruiting Division with three years regular service in the grade including service put in, if any, against an erstwhile Group'D' post on regular basis as on the 1st January of the year to which the vacancy(ies) belong, failing which from amongst Multi Tasking Staff of the neighbouring Division/ Unit on the basis of the said Examination, failing which by direct recruitment from open market";</p> <p>(B)"Note 2" shall be re-numbered as "Note 1" as so re-numbered, the brackets, words and figures" [Applicable for (i) and (ii) above]" shall be omitted;</p> <p>(C)"Note 3"shall be renumbered as "Note 2."</p>

<p>period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.</p> <p>(ii) 25% on the basis of Limited Departmental Competitive Examination by promotion from amongst Multi Tasking Staff of the recruiting Division with three years regular service in the grade including service put in , if any , against an erstwhile Group'D' post on regular basis.</p> <p>Note 2 : [Applicable for (i) and (ii) above] :</p> <p>For the purpose of computing minimum qualifying service for promotion, the service rendered on a regular basis by an officer prior to 1-1-2006 (the date from which the revised pay structure based on the 6th Central Pay Commission recommendations has been extended) shall be deemed to be service rendered in the corresponding pay/pay scale extended based on the recommendations of the Pay Commission.</p> <p>Note 3: The scheme for Limited Departmental Competitive Examination shall be as per administrative instructions issued by the Department from time to time.</p>	
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ACCORDING TO AMENDED RECRUITMENT RULES, 2012:

50% -- MTS/GR.D - COMPETITIVE EXAMINATION (3 YEARS SERVICE)

50% -- GDS - COMPETITIVE EXAMINATION (5 YEARS SERVICE)

Multi Tasking Staff Recruitment Rules, 2010

No 37-33/2009-SPB-I
Government of India
Ministry of Communications & IT
Department of Posts

Dak Bhawan, Sansad Marg,
New Delhi - 110116
Dated : 11.07.2012

To

1. All Chief Postmasters General
2. All Postmasters General
3. The Director, Rafi Ahmed Kidwai, National Postal Academy,
Ghaziabad

Sub : Amendment of Department of Posts (Multi Tasking Staff)
Recruitment Rules, 2010.

Sir/Madam,

I am directed to forward herewith a copy of Department of Posts (Multi Tasking Staff) (Amendment) Recruitment Rules, 2012 notified in the Gazette of India, Extraordinary, Part II Section 3, Sub section (i) dated 28.06.2012.

2. It is requested that the amendment in the Recruitment Rules may be brought to the notice of all concerned.

Encl. As above.

Yours faithfully
Sd/-
(Raj Kumar)
Director (Staff)

Copy for information to:-

1. PPS to Secretary (P)
2. All Members of the Postal Services Board/JS & FA)
3. Secretary (PSB)
4. CGM (BD) / CGM (MB) / CGM (PLI)
5. All Dy. Directors General / GMs
6. GM (CEPT) with a request to upload this letter alongwith enclosed amended RRs on India Post Website
7. Pr. Director of Audit (Postal), Delhi-110054
8. Additional Director General, APS, R.K. Puram, New Delhi
9. Chief Engineer (Civil, HQ)
10. All Directors, Postal Training Centers
11. Ministry of Law and Justice, Legislative Department
12. Lok Sabha Secretariat
13. Rajya Sabha Sectt.
14. All Recognised Unions / Associations / Federations
15. SPB-II/PE-I/PE-II/Admn./PAP/DE/GDS/PCC/SR/PA Wing

Sd/-
(Raj Kumar)
Director (Staff)



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II-खण्ड 3-उप-खण्ड (i)

PART II-Section 3-Sub-Section (i)

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 312]

नई दिल्ली, बृहस्पतिवार, जून 28, 2012/आषाढ़ 7, 1934

No. 312]

NEW DELHI, THURSDAY, JUNE 28, 2012/ASADHA 7, 1934

संचार एवं सूचना प्रौद्योगिकी मंत्रालय

(डाक विभाग)

अधिसूचना

नई दिल्ली, 28 जून, 2012

सा.का.नि. 512(अ).-संविधान के अनुच्छेद 309 के परन्तुक द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए राष्ट्रपति एतद्वारा डाक विभाग (पोस्टमैन और मेलगार्ड) भर्ती नियम, 2010 में और संशोधन करने हेतु निम्नलिखित नियम बनाती हैं, अर्थात् :-

1. (1) इन्हें डाक विभाग मल्टी टास्किंग स्टाफ भर्ती (संशोधन) नियम, 2012 कहा जाएगा।
(2) ये सरकारी राजपत्र में प्रकाशन की तारीख से प्रवृत्त होंगे।
2. डाक विभाग मल्टी टास्किंग स्टाफ भर्ती नियम, 2010 की अनुसूची में :-
 - (i) मल्टी टास्किंग स्टाफ के पद के संबंधित क्रम सं. 1 के समक्ष कॉलम 7 की प्रविष्टि में, “टिप्पण 1” में “लद्दाख डिवीजन” शब्दों के बाद “जम्मू और कश्मीर राज्य, लाहौल और स्फ्रीति जिले तथा पांगी डिवीजन” अंतर्वेशित किया जाएगा;
 - (ii) मल्टी टास्किंग स्टाफ के पद से संबंधित क्र. सं. 2 के समक्ष -
 - (क) कॉलम (8) की प्रविष्टि में “मैट्रिकुलेशन” शब्द के बाद “या समकक्ष” हटा दिया जाएगा;
 - (ख) कॉलम (11) की प्रविष्टि में, -

(क) खण्ड (i) में, “50%” आंकड़े को “25%” आंकड़े से प्रतिस्थापित किया जाएगा;

(ख) खण्ड (iii) के बाद निम्नलिखित खण्ड अंतर्वेशित किया जाएगा, नामतः-

“(iv) ओपन मार्केट से सीधी भर्ती द्वारा 25%।”

[फा. सं. 37-33/2009-एसपीबी-I]

राजकुमार, निदेशक (स्टाफ)

MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY

(Department of Posts)

NOTIFICATION

New Delhi, the 28th June, 2012

G.S.R. 512(E). - In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules to amend the Department of Posts Multi Tasking Staff Recruitment Rules, 2010, namely:-

1. (1) These may be called the Department of Posts Multi Tasking Staff Recruitment (Amendment) Rules, 2012.
- (2) They shall come into force on the date of their publication in the Official Gazette.
2. In the Schedule to the Department of Posts Multi Tasking Staff Recruitment Rules, 2010, -
 - (i) against serial number 1 relating to post of Multi Tasking Staff, in column 7, in the entry, in “Note 1” after the words “Ladakh Division of”, the words “Jammu and Kashmir State, Lahaul and Spiti District and Pangni Sub-Division of” shall be inserted;
 - (ii) against serial number 2 relating to the post of Multi Tasking Staff, -
 - (a) in column (8), in the entry, after the word “Mariculation”, the words “or Equivalent” shall be omitted;
 - (b) in column (11), in the entry, -
 - (A) in clause (i), for the figures “50%”, the figures “25%” shall be substituted;
 - (B) after clause (iii), the following clause shall be inserted, namely:-

“(iv) 25% by direct recruitment from open market.”

[F.No. 37-33/2009-SPB-I]

RAJ KUMAR, Director (Staff)

**MTS --RECRUITMENT RULES, 2010 &
RECRUITMENT (AMENDED) RULES, 2012
A COMPARITIVE LOOK**

RECRUITMENT RULES, 2010	RECRUITMENT (AMENDMENT) RULES, 2012
<p>1.(1) These may be called the Department of Posts Multi Tasking Staff Recruitment Rules, 2010.</p> <p>2.They shall come in to force on the date of their publication in the Official Gazette.</p>	<p>1.(1)These may be called the Department of Posts Multi Tasking Staff Recruitment (Amendment) Rules, 2012.</p> <p>2.They shall come in to force on the date of their publication in the Official Gazette.</p>
	<p>2.In the Schedule to the Department of Multi Tasking Staff Recruitment Rules, 2010 -</p>
<p>Serial No.1</p> <p>Column No.7</p> <p>18-27 years (Relaxable for Government Servants up to 35 years for candidates Castes / Scheduled Tribes up to five years and for candidates belonging to Other Backward belonging to Other Backward Classes up to three years in accordance with the instructions issued by the Govt. of India.</p> <p>Note 1: The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Chamba district of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).</p>	<p>(i)against serial number 1 relating to the post of Multi Tasking Staff, in column 7, in the entry,</p> <p>in "Note 1" after the words "Laksh Division of", the words "Jammu and Kashmir State, Lahaul and Spiti District and Pangri Sub-Division of" shall be inserted;</p>

<p>Note 2: In the case of recruitment made through the Employment Exchange, the crucial date for determining the age limit shall be the last date up to which the Employment Exchange is asked to submit the names.</p>	
<p>Serial No.2</p> <p>Column No.8</p> <p>Matriculation or Equivalent or ITI from recognized Boards.</p> <p>Not applicable in the case of Gramin Dak Sewaks. If the Gramin Dak Sewak selected for appointment by direct recruitment is non Matriculate, he shall be given training before he is appointed.</p> <p>In case a Casual Labourer to be appointed as Multi Tasking Staff is non Matriculate he shall be given training before he is appointed.</p>	<p>(ii)against Serial number 2 relating to the post of Multi Tasking Staff,--</p> <p>(a)in column (8), in the entry, after the word "Matriculation", the words "or Equivalent" shall be omitted;</p>
<p>Serial No.2</p> <p>Column No.11</p> <p>(i)50%by direct recruitment from amongst Gramin Dak Sewaks* of recruiting and Division or Unit, on the basis of Selection-cum-seniority; *Gramin Dak Sewaks are holders of civil posts but they are outside the regular civil service due to which their appointment will be by direct recruitment.</p> <p>(ii)(a)25% by direct recruitment on the basis of Competitive Examination restricted to the Gramin Dak Sewaks of the Division or Unit, failing which by;</p> <p>(b)direct recruitment from amongst Gramin Dak Sewaks of the recruiting Division or Unit on the basis of selection-cum-seniority;</p>	<p>(b) in column (11), the entry,--</p> <p>(A) in clause(i) for the figures "50%", the figures "25%" shall be substituted;</p> <p>(B) after clause (iii), the following clause shall be inserted, namely -</p> <p>"(iv) 25% by direct recruitment from open market."</p>

<p>(iii)(a) 25% by appointment of Casual Labourers conferred with temporary status on the basis of selection-cum-seniority failing which by;</p> <p>(b) appointment of Casual Labourers engaged on or before 1-9-1993; working for eight full hours in a day, on the basis of selection-cum-seniority failing which by;</p> <p>(c) appointment of Casual Labourers conferred with temporary status in the neighboring Division or Unit on the basis of selection -cum-seniority, failing which by;</p> <p>(d) appointment of Casual Labourers engaged on or before 1-9-1993 working for eight full hours in a day in the neighboring Division or Unit; on the basis of selection-cum-seniority, failing which by;</p> <p>(e) appointment of part time Casual Labourers engaged on or before 1-9-1993 of the recruiting Division or Unit on the basis of selection-cum-seniority failing which by;</p> <p>(f) by direct recruitment from amongst Gramin Dak Sevaks on the basis of their seniority in the Division or Unit.</p> <p>Failing (i), (ii) and (iii) above by direct recruitment from open market.</p> <p>(If there are more than one neighboring Division or Unit, the senior most Casual Labourer of that status amongst them shall be appointed)</p> <p>Explanation:--</p> <p>1. For Postal Division or Unit, the neighboring Division or Unit as the case may be, shall be the Railway Mail Service Sub Division and vice-versa.</p> <p>2. The above mentioned examination shall be governed by the instructions issued by the Department of Posts regarding the short listing criteria of the applicants from open market, syllabus and pattern of the test, etc., from time to time.</p>	
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According to Amended Rectt. Rules, 2012 :

25% - GDS - Seniority-cum-Selection
25% - GDS - Competitive Examination

25% - Casual Labourers
25% - Open Market

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/Reservation for Wards of Postal Employees/1/2013
.....**Date :** 22-04-2013
.....

To,

The Secretary (P), Department of Posts,
Dak Bhawan, Sansad Marg,
New Delhi-110001

Subject : Keeping **10 to 20% reservation quota** for wards of the Postal Employees
in the (Outside) Direct Recruitment of PA/SA cadres.

Respected Madam,

In this connection my Union has already made some benevolent suggestions in the matter mentioned in the subject matter.

Giving further deep consideration to the suggestions my Union has decided that the matter may be resubmitted to your august office.

In continuation of earlier plus side of the issue it is restated if the **requested quota reserving 20% vacancies to the wards of the Postal Employees** only at the time of (Outside) Direct Recruitment to the PA and SA cadre following advantages can be counted.

Due to being wards of the postal employees the recruited candidate will realise the burden of responsibility placed on him. Mostly, he will be **sincere, honest and obedient**. The wards of the Postal Employees being **quite sensitive to the hard life** they have experienced in the earlier period and due to being **unfortunate for getting quality education**, the wards **will stick up permanently to the jobs** they have been procured. Further, it is also likely due to no opportunity for getting quality education the **wards may not risk their acquired employment** in the Postal Department.

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/Reservation for Wards of Postal Employees/1/2013

Date : 22-04-2013

My Union is also aware that the wards who have been selected in the (Outside) Direct Recruitment process will be **having sound family background** in terms of criminal activities. **Due to their father or mother** having in Postal Service **observing the strict conduct rules.**

It is therefore requested a **special drive** may kindly be **launched to get** deserving wards of the **Postal Employees with 10% to 20% reservation quota.**

It is hoped that the suggestions made in the interest of the Department may kindly be given kind and close consideration.

Thanking you,

Yours Sincerely

CC for information

1. Minister of State, Communication & IT,
Dak Bhawan, Sansad Marg,
New Delhi-110001
2. Minister of Communication & IT,
Electronic Niketan, 6, CGO Complex,
Lodhi Road, New Delhi-110003
3. Member (P) & (O) & (D), PSB,
Dak Bhawan, New Delhi-110001
4. Secretary General
FNPO & NFPE
5. All General Secretaries in FNPO Affiliated Unions

(T.N. RAHATE)
President FNPO and
General Secretary

(T.N. RAHATE)

President FNPO and General Secretary

**Non-implementation of Orders of
Chief General Manager, Mail Business, CGM (MB)**

To,

Date : 08-10-2013

Smt. P. Gopinath, IPS,
Secretary, Department of Posts,
Dak Bhawan, Sansad Marg,
New Delhi-110 001

Subject : Non-implementation of Orders of **Chief General Manager, Mail Business, CGM (MB)** issued before 1½ years to all CPMG/PMG in R/O review of all delivery offices for postmen Posts taking into consideration of **measuring foot beat of Postmen** and **finalisation of review** and declaration of additional justified posts of Postmen/MTS intimated to the Directorate.

Respected Madam,

From Directorate, i.e. Chief General Manager, Mail Business CGM (MB) issued Orders before 1½ years to all the CPMG/PMG for review of all delivery post offices in R/O Postmen MTS Staff taking foot beat measurement of Postman and all CPMG/PMG were instructed to complete the review in time bound manner and result of review in final number of additional justified posts be **intimated to Directorate**. But, this has not been done in all Circles. For example, **Maharashtra, Gujarat, Andhra Pradesh, West Bengal even Karnataka Circle**. So **all metro cities have not completed** the review.

Due to **shortage of Postman staff** the delivery position is **not good**. For prompt and efficient delivery we need staff, unfortunately, officers of high ranks are **not taking this matter seriously**.

Now and then CPMG/PMG are being addressed from Directorate. If CPMG/PMG give the correct position of **additional justified post** we can ask **Finance Minister** for special recruitment.

Our Union **do not want to go for agitation against Department at this stage**.

It is therefore requested for cause issue strict instructions to **all concerned CPMG/PMG** to complete the review in time bound manner **to avoid further complications** in the matter.

Kindly acknowledge the letter.

Thanking you,

Yours Sincerely

Sd/-

(T.N. RAHATE)

General Secretary and
President FNPO

CC for information and necessary action

1. All Chief Postmaster Generals
2. **All CWC Members/Circle Secretaries**

They are instructed to contact the CPMG/PMG of their HQ/ Region and request them to make the review of **all Delivery offices** of Postmen/MTS with **measuring foot beat** of Postman and arrange to send the final result of additional justified posts of their Circle/Region to Directorate please.

आपसे निवेदन है कि आप CPMG से मिलकर अपने सर्कल के सारे डिलीवरी पोस्ट ऑफिस की रिवीजन पोस्टमैन की बीट की चाल नाप कर फायनल करें व DG ऑफिस में भेजने के कोशिश करें ताकि ज्यादा-से-ज्यादा पोस्टमैन भर्ती करने के आदेश सरकार से जल्द-से-जल्द लिया जाये।

(T.N. RAHATE)

General Secretary and President FNPO

National Postal Policy 2012

SALIENT FEATURES OF DRAFT NATIONAL POSTAL POLICY, 2012

1. Setting up a '**Postal Development Board**' for overall development and governance of Postal Sector. Besides this, the Board will draw roadmap for unbundling of functions (operations, regulation and policy making) in postal sector over a period of time, in order to develop an organized, competitive, effective, well governed and commercial postal market in India.

2. Constitute Postal Advisory Council comprising policy makers, postal operators and other stakeholders. The council will be an advisory body for effective implementation of the policy.

3. Create, Institutional Framework for continuous data collection from all postal operators. Collected data will be used to develop postal indicators and **quality measurement systems**.

4. Develop minimum & fair standards and quality measurement systems for all postal operators. Govt. to support small and medium postal operators to provide quality services and encourage entrepreneurship in the sector.

5. Create 'Postal ICT and R&D Fund' to ensure adequate flow of investment into postal R&D to enhance and standardize utilization of leT in the sector.

6. Promote **Public Private Partnership for Development in the sector**.

7. Government to Develop National Postal Infrastructure (transportation system, addressing database and standards, automated mail sorting, database management systems etc.) which will be sharable among all postal operators.

8. Develop Vocational training Framework for the postal sector through institutional linkages between postal and other sectors and between postal sector and educational institutions.

9. Adopting a pragmatic and equitable approach for managing the USO.

10. Transform post offices into public delivery channel for services like e-commerce, e-governance and financial inclusion. Post Offices to be identified as Primary Public Access Points (PPAP) for these services.

11. Strengthen India Post by redesigning business structures with sufficient autonomy, digitizing and connecting all post offices and establishing Post Bank of India.

12. Implement strategies to reduce the carbon footprint of the postal sector including harnessing renewable energy sources like solar, biomass and wind.

13. Attract investment to facilitate expansion of National Postal Infrastructure in rural and undeserved areas.

14. Organize studies and campaigns for increasing public awareness on the developmental role of the sector.

15. Launch of Special Purpose Vehicle (SPVs) and Joint Ventures (JVs) to promote collaboration between the government and the private sector in commercial ventures.

16. Amend the Indian Post Office Act 1898 to meet the objectives of National Postal Policy 2012.

National Postal Policy 2012

Draft

Department of Posts

Ministry of Communications and information Technology,

Government of India

Preamble

Postal services originated out of the need for conveying the written word. They evolved over the ages, and grew in scope, spread and complexity. The post, today, is a ubiquitous network which serves the world by connecting individuals and communities, promoting trade and commerce, and reaching financial services to the common man.

Despite the advent of the digital revolution, post is still the most economical and accessible among the different modes of communication available to the public. The mandate of the postal sector is three dimensional - being a channel for moving information, goods and money. This mandate makes postal services a tool of development, an enabler of commerce and a facilitator of the aspirations of the people.

The current postal environment is complex and dynamic. Based on international experience, the status and direction of the postal sector can be summarized as under:

- Declining letter mail volumes, increasing electronic substitution, and growing competition.
- Postal Administrations which concentrate on the core business of mail are struggling for survival, while those which diversified into nonmail businesses like financial services and e-Commerce are successful in negotiating the changed environment.
- Postal administrations worldwide are increasing their productivity by employing state of the art technology.
- Though the principle of separation of regulator and operator is widely discussed, it is yet to find universal acceptance.
- Postal markets in emerging economies continue to be fragmented and unorganised.

-
- New business models are evolving from emerging economies, with increased level of resource sharing and cooperation among various service providers.

The environment, thus, poses overwhelming challenges to the postal sector. However, it has also thrown up many opportunities. Potential exists today for an overarching role for the postal sector in facilitating internet based commerce, as a trusted third party who provides a secured space for transactions. 'Cash on delivery services', fulfillment services for lightweight packets and just-in-time shipment of goods are some of the services for which demand is growing. The postal sector needs to be creative and innovative to capitalize on these opportunities.

The National Postal Administration forms the core of the postal sector. A strong and self-sufficient National Postal Administration is essential for the survival of the sector, as this alone has a countrywide distribution network, which can be leveraged for profitable partnerships involving the private sector or other government agencies.

The postal market in India is governed by the Indian Post Office Act 1898. The Act entrusts the Central Government with the exclusive right to collect and deliver letters, which is implemented through the National Postal Administration. The term 'letter', however, is not defined in the Act. A large number of courier operators are present in the postal market in India. They are free to handle documents, parcels and other items of mail which do not fall under the category. 'letter'. No authentic data exists regarding the number of such operators or the volume of mails they handle.

Entry and exit in the postal sector are free. However, there are issues related to governance, standardization and quality of service which call for institutional reforms. Such reforms are essential to allow free interplay of market forces and the consequent stabilization of the postal market. They are also required to ensure the delivery of efficient and affordable universal postal services, which is essential for the geographical and social cohesiveness of the country.

Effective governance of the postal market has proved to be a key feature of reform in advanced countries. Hence any postal sector in developing countries also requires an effective governance mechanism.

Another issue that needs attention at the policy level is the fragmented ICT environment of the postal sector, which is contributing to underutilization of resources on many fronts. The absence of organized efforts in Human Resource Development and Planning, and the non-adoption of modern practices in this area are also concerns, as they deprive the postal sector of skilled workforce.

The postal sector in India is in urgent need of legislative and institutional reforms to build the foundation for its future growth. Governance, market development, definition of universal service obligation and standardization of leT practices are important elements in this reform process.

The National Postal Policy has been developed to address the systemic challenges facing the postal sector and to enhance contribution of the sector to the national economy. It recognizes the specific needs, expectations and service requirements of governments, customers, postal operators and other stake holders. The Government will use the Policy to provide necessary guidance and direction to the postal sector with the aim of maximizing public good.

Guiding Principles

- a) Development of an organised and well governed postal sector.
- b) Provision of Universal Postal Services countrywide.
- c) Promotion of partnerships between private and public sectors.
- d) Provision of quality services at affordable prices.
- e) Adoption of inclusive and transparent processes for policy formulation, implementation and monitoring ..

Vision

Organised and well governed postal sector, recognised as contributing to the economic and social development of the nation.

Mission

- To maximise public good by providing reliable, efficient, secure and affordable postal services
- To offer mail, courier, express, parcel, logistics, e-commerce and remittance services to the entire population of the country.
- To promote the economic and social connectivity of the people in the country.
- To foster sustainable development of the postal sector through an inclusive and transparent institutional framework, good governance and adoption of fair common standards and technological innovation.
- To promote cooperation, interaction, resource sharing and fair competition among stakeholders.
- To adopt global best practices of Human Resources Management for developing a skilled, committed and motivated workforce.

Objectives

1. Developing an organised and well governed postal sector

Better governance in the postal sector and strengthening of the universal postal service will benefit citizens, businesses and governments.

Strategies

- a. To provide efficient and effective basic postal services at affordable prices to all sections of the population over all geographies.
- b. Leverage the network, infrastructure and expertise of the National Postal Administration for the growth and development of the postal sector.
- c. Develop postal statistical indicators and include relevant postal indicators among broader infrastructure development indicators.
- d. Provide holistic support to micro, small and medium postal service providers and encourage entrepreneurship in the sector.
- e. Integrate programs for development of the postal sector with National ICT Policy Framework and National Development Plans.
- f. Promote the role of postal sector in achieving Millennium Development Goals as identified by the United Nations

2. Augmenting access to postal services

Access to postal services is critical for disseminating information, connecting individuals and communities, and facilitating trade and commerce. Appropriate and affordable technology solutions are to be adopted to augment the access.

Strategies

- a. Ensure basic postal services at affordable prices.
- b. Upgrade both capacities and capabilities of the weaker links in the postal network to improve their effectiveness.
- c. Integrate the physical network with electronic services to provide value added products and services.
- d. Implement a programme to encourage the community, the civil society and the private sector to participate in provisioning of postal services.
- e. Recognise post offices as primary public access points for Internet services, e-Government services (tax, procurement, public utilities, passports, birth certificates, driving permits, pensions, social security benefits etc.) and e-Commerce applications (online product/service ordering, delivery, payments, private utilities/services etc.)
- f. Organise campaigns for increasing public awareness on the developmental role of the sector.

3. Enhancing the quality of service.

Enhanced quality of service at affordable price is critical to the survival of the Postal Sector. Quality of service is reflected in the degree of professionalism with which postal

service providers fulfil the changing needs of customers. Improving the quality of postal services calls for investments in infrastructure, adoption of ICT, and raising a well-trained and motivated workforce.

Strategies

- a. Set up and enforce minimum and fair standards in the postal sector, in line with global trends and documented best practises.
- b. Develop quality measurement systems applicable to all postal operators.
- c. Utilise ICT in the provisioning of postal services, especially in areas like automation of mail processing, and adopt modern practices like data and address management systems and digital stamping.
- d. Enhance mail security by sharing knowledge, experience and best practices with National Postal Administrations of other countries and adopting statutes to enforce appropriate governance standards.
- e. Develop a modern transportation network to support countrywide conveyance and delivery of mail.
- f. Enhanced cooperation with Universal Postal Union, APPU, SAPU and other similar bodies for evolving common global and regional approaches for improving postal services.

4. Developing postal and supporting infrastructure

Postal infrastructure consists of elements like distribution networks, PIN code based address system, mail access points, automated mail sorting systems and data management systems. Supporting physical infrastructure on the other hand includes roads, electricity, and general utilities. Service quality and cost of operations are directly related to the state of postal and its supporting infrastructure.

Strategies

- a. Define National Postal Infrastructure and recognise it as essential Public Infrastructure.
- b. Enable National Postal Administration through legal and institutional framework to create National Postal Infrastructure.
- c. Take steps to attract investment to facilitate expansion of National Postal Infrastructure in rural and underserved areas.
- d. Identify National Postal Administration as the repository of all postal addresses and support it with required legal provisions.
- e. Define addressing standards. Promote usage of PIN Codes.
- f. Formulate guidelines for infrastructure sharing and partnerships.
- g. Implement strategies to reduce the carbon footprint of the postal sector, including harnessing renewable energy sources like solar, biomass and wind.

5. Promoting the use of ICT in provisioning of postal services

ICT offers immense opportunities to the postal sector to reduce cost, improve efficiency and enhance quality of service. Some of the common areas of ICT deployment in postal sector are automation of mail processing, mail coding, tracking of mail and ERP solutions. Interoperability and standardization are two critical requirements that need to be met while developing and deploying ICT solutions in the postal sector.

Strategies

- a. Identify and analyse the emerging technologies and business models to help the postal sector achieve sustainability in the growing digital and mobile economies.
- b. Promote, stimulate and support the development of customised ICT applications for the postal sector.
- c. Minimize usage of paper and paper products in postal sector by promoting the use of relevant ICT solutions.
- d. Create centres of excellence for training, research and development of postal ICT products.
- e. Create and maintain an open forum for consultation and dialogue on matters of ICT in the postal sector.
- f. Create a "Postal ICT and R&D Fund" to ensure adequate flow of investment into postal R&D to enhance utilisation of ICT in the postal sector.

6. Promoting utilisation of postal services to deliver national programmes and e-services.

The addition of ICT capabilities to its traditional strengths of last mile reach and trust of the masses will make the postal network the ideal choice to deliver e-governance and e-commerce. The e-service solutions will improve the speed and efficiency of service delivery to the citizens and institutions. The National Postal Administration is the ideal implementation partner for government agencies in growth and poverty reduction programmes.

Strategies

- a. Identify challenges in public administration for which solutions can be evolved by utilising the postal system and develop adequate postal solutions to cope with them.
- b. Promote cooperation and synergy between government and private sector entities through the route of Public Private Partnerships for achieving national goals and public welfare.
- c. Transform post offices into public delivery channel for services like e-Commerce, e-Governance and financial inclusion programmes that involve a huge customer-base.
- d. Develop appropriate National Address Database Systems and applications using Geographic Information Systems (GIS) to support the delivery of e-Services.
- e. Provide a wide range of e-enabled value added products and services.

7. Developing a framework for Human Resource Development and Planning

Being a labour intensive sector, the quality of manpower in the postal sector is the key determinant of the quality of the services it offers. Untrained and unskilled manpower not only increases the cost of operations but also affects quality of service.

Strategies

- a. Develop vocational training programmes through institutional linkages between the postal and other sectors and between the postal sector and educational institutions.
- b. Introduce specialised training courses for postal managers.
- c. Develop compliance mechanism for implementation of relevant government regulations relating to employee benefits and workplace practices.
- d. Create centres of excellence with public private partnership for Research and Development.
- e. Encourage alignment of job qualifications and recruitment processes with the requirements of the sector.
- f. Empower each employee with essential IT capabilities in areas of functional relevance

8. Promoting competition in the provision of postal services

Fair competition leads to consumer satisfaction through lower prices, more choice and better quality of service. Efforts are therefore required to promote competition in the provision of postal services so as to maximize benefits to customers, particularly those in rural and inaccessible areas.

Strategies

- a. Create a market responsive and well governed postal sector that aspires to maximize customer satisfaction.
- b. Develop a governance and legislative system that promotes fair competition in the postal market and offers customers ample choice.
- c. Spell out modalities for forming Special Purpose Vehicles (SPV) and Joint Ventures (JV) that would promote collaboration between the government and private sector in commercial ventures.
- d. Promote adoption of ethical practices in the postal sector and consider adopting internationally recognized standards in this area.

9. Develop an institutional and governance framework.

Appropriate and responsive governance and institutional framework acts as the foundation for the development of the postal sector. Rapid advances in information

technology as well as the convergence of technologies and delivery platforms offer tremendous opportunities for the development of the postal sector. The backing of a robust governance and statutory framework will enable the postal sector to capitalise on these opportunities.

Strategies

- a. Set up a 'Postal Development Board' for overall development and governance of Postal Sector. Besides this, the Board will draw roadmap for unbundling of functions (operations, regulation and policy making) in postal sector over a period of time, in order to develop an organized, competitive, effective, well governed and commercial postal market in India.

The Postal Development Board will be chaired by Secretary (Posts) and will have Secretary (Deity), Secretary (Commerce), Secretary (Economic Affairs) and two members from Postal Services Board as full time members and part time members from other stakeholder bodies and Ministries.

- b. Amend the Indian Post Office Act 1898 to meet the objectives of National Postal Policy.
- c. Constitute Postal Advisory Council comprising policy makers, postal operators, and other stakeholders. The council will be an advisory body for effective implementation of the policy.
- d. Create institutional framework for continuous data collection from all postal operators.
- e. Adopt a pragmatic and equitable approach for managing the USO.
- f. Equip Department of Posts to handle legislative issues in matters relating to exchange of goods through postal and courier network and deal with international trade negotiations in WTO, GATS and other multilateral and bilateral negotiations relating to the sector.

10. Strengthen the National Postal Administration

The National Postal Administration plays a critical role in the postal sector by ensuring uninterrupted Universal Postal Services and providing affordable postal and financial services to the less privileged sections of the population. It operates in a complex environment of government control and competition with private players. Strengthening the National Postal Administration and transforming it into a reliable and trusted business partner in the national economy is essential to maximize public good.

Strategies

- a. Redesigning the business structure on modern lines with the twin objectives of scaling up traditional silos of business like mail, parcel, banking and insurance and capitalising on emerging opportunities in areas like e-commerce, mobile-

based services, e-governance, express and logistics and financial retail services. The restructured business silos to be given functional autonomy, wherever required.

- b. Operationalize all post offices into a fully converged digital network.
- c. Redesign Human Resource policies (recruitment rules, reward and recognition schemes, apprentice and internship programmes, specialized training programmes etc.) to achieve the objectives of National Postal Policy.
- d. Creating a business environment that will enable and encourage all stake holders of the sector to cooperate for mutual benefit.
- e. Establish Post Bank of India as the dominant vehicle of financial inclusion.

11. Financing of postal sector

Effective implementation of objectives and strategies forming part of the policy calls for adequate financing through the following:

Strategies

- a) Create an environment for attracting international and domestic investments.
- b) Endeavour to place postal sector projects within the ambit of consideration of entities that provide project financing.
- c) Provide a stable fiscal regime to stimulate investment and make services more affordable.

12. Policy Implementation

Department of Posts, in consultation with stakeholders, may develop a monitoring and evaluation framework for the National Postal Policy. A mechanism may be evolved to monitor the impact of the Policy in terms of achieving the objectives.

- a. Establish a comprehensive Monitoring and Evaluation framework for the implementation of the postal policy.

13. Conclusion

An efficient postal sector is a force multiplier in the economy, promoting communication and commerce, and maximising public good. In the information age, the postal sector is ideally placed to bridge the Digital Divide. The National Postal Policy aims to facilitate the emergence of a robust, organised and well governed postal sector in India. The Policy aims at developing and deploying a participatory and transparent framework for policy formulation, implementation, monitoring and evaluation for the postal sector.

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Ref. No.:
NU/P-IV/NPP 2012/1/2012**Date :**
25-09-2012**Our Union letter opposing National Postal Policy 2012**

To,

Ms. Suneeta Trivedi
Member (Planning),
Postal Services Board,
Dak Bhawan, Sansad Marg,
New Delhi-110001

Subject : National Postal Policy 2012

Respected Madam,

I beg to state that I have received your DO letter **dated 18-9-2012 on 20-9-2012**, in this regard I would like to submit the followings for favour of your kind consideration.

1. That the proposal for introduction of an **independent regulator** will only boost up the business of courier companies. The said courier companies are working mainly in city areas in our Country. These courier companies are generating revenues for their profit. But they are not working for **poorer section** of our society who are residing in villages. Hence, the proposal for independent regulator will not be beneficial for **Postal Department**.

Since, independent regulator will not be answerable to the damages of any type caused to **mail employees** and most **importantly careful handling** of the

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Ref. No.: NU/P-IV/NPP 2012/1/2012

25-09-2012

Date :

- 2 -

- mail and the **employees question of independent regulator is not desirable.**
2. That such type of independent regulatory Authority was introduced in **Telecom wing for betterment of Telecom sector** as well as its services, but the services of telecom wing is deteriorating day-by-day. The present scenario of the **telecom sector is known** to everybody in our Country. That is why we are not in a position to accept the proposal for introduction of **independent regulator in Postal Department.** The employees of Telecom sector are being suffered as a whole. The policy of the Government has totally failed. Third parties have **earned crores of money and corruption level** has increased.
 3. It has come to our notice that in recent past Postal Services of Pakistan was corporatised. But, the said Corporate Postal Service of Pakistan did not run properly and smoothly. Lastly, Pakistan Government has changed the policy. Now their postal services is being controlled by the Government. As a result, it is requested to rethink the matter and request you not to **introduce the independent regulator.**
 4. Previously our Department has **engaged outside agency i.e. Mackrenji** for betterment of mail networking system. Later on proposals and recommendations of the said agency have been implemented in **mail networking system** by replacing earlier one. As a result, one postal article requires 15 days time to reach its destination for about 15 kms only. Our Department has **to pay crores of rupees** for their services. But the Postal Department did **not get any benefit for upgradation our mail networking system.**

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25-09-2012

Date :

- 3 -

5. In this context, it is worthwhile to mention here that **our Government introduced Public Private Partnership model in Airlines sector.** Thereafter concerned private companies and Government are taking policy making decisions jointly to the Airlines services. Presently, services of Indian Airlines are in worst condition and customers and employees are being suffered a lot.
6. It is reiterated that the PPP model was introduced for betterment of **Telecom wing** as well as Indian Airlines. But, the policy has **not yielded good results.** Now both the sectors are in bad shape. It is neither beneficial for public service nor for its employees.
7. That the steps which is under consideration of our Department to promote **Public Private Partnership** model for development of Postal Department is not beneficial for our Country where about **80% people are residing in village areas** and most of them are poor. The Public Private Partnership policy will **not be helpful** to the Postal Department. Hence, we are against the proposal as the **independent regulator.**
8. Our Department can easily utilise equipments/machineries etc. to face the challenges and for its betterments. The independent regulator will not surely protect the interest of our employees as also to the interest of **poorer section of our Country.** The main motto of Postal Department is Service Before Self. Postal Department is **not a profit making** organisation. **Our postal network is far better than that of the courier companies.** So, the proposal for setting up a independent regulator is not sustainable.

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Ref. No.: NU/P-IV/NPP 2012/1/2012

25-09-2012

Date :

- 4 -

9. That proper computerisation and mechanisation are urgently required for upgradation and expansion of our Postal Services. Without technological advancements, the Department will not reach to the **ultimate goal**. But our Department is ignoring these essential factors and trying to set up **independent regulator** to cope with the situation.
10. To overcome the challenges to the Postal Sector, **our Department may set up a high power Committee from the officers of Postal Services Board and functionaries of Service Unions at CHQ level. The highpower Committee** will draw roadmap for better governance in the Postal Sector and strengthening of the Postal Services as also to offer mail, express parcel, logistics, e-commerce and remittances services to the entire population of the Country at affordable prices to all sections of the population. Hence, we strongly oppose for setting up a **independent regulator**.

Basically, my Union is **not opposed to the leverage ICT as proposed**. However, if doing this it is requested that the views and the **opinions** of the erstwhile retired officers of Directorate level and also the **representatives from the CHQ level may be included in the discussion and formation of policy positively**. It is also experienced that due to wrong policy making sans farsighted realisation of the result, the policy has become worst than the cure. The most outstanding example of the fiasco is the cancellation of the running section of the RMS. Formerly, mail articles in local areas and distant areas were being delivered within 2/3 days and within a week respectively from the date of Posting, the present scenario is that local articles take more than two weeks and the distant articles 3/4

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25-09-2012

Date :

- 5 -

week respectively. Similar is the situation in respect of modern scheme of HUB system, it may be stressed that the present postal working specially is **80% manual and 20% mechanical**. In the past my Union has addressed many communication to the Authority, but it appears that very later cognisance was given. The prime and foremost problem in the matter is the non-existence of adequate infrastructure. Besides having poor infrastructure even the number of PO buildings procured and built up are in a worn out condition. The budgetary allocation given to the communication portfolio is woefully inadequate.

Since, the Post Office function is deemed as an industry. The budget allocation need to commensurate to that of a corporate level. However, the reality is that the mandatory requirements of the field delivery staff like Uniform, bags, kit items, stationery etc are not supplied for months together. Therefore, the increasing budgetary allocation to the Postal wing is the basic requirement.

Certain changes made in respect of **transfer of money, e-mail services** have been found obstructive because at many times it is noticed that **due to failure in electronic media** like server, net etc. the problems becomes unreachable. So, it is suggested that **independent transmission power** exclusively for the Postal Communication may be installed allover India with no other intervention. This will **expedite the e-mail and e-Govern business** of the Postal Institution.

There is one more example in the knowledge of **Union that an aircraft was chartered/acquired to transport mails to certain points**. Since the said scheme proved expensive the plane was tucked aside and the expenditure on this account proved fruitless. Presently, the scheme of **Hub System** is being experimental in the Post Offices. For the sake of Hub

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- 6 -

System the Postal mail is divided in two categories L-1 and L-2. There are particular PO's earmarked for handling of L-1 and L-2 mail. However, due to this scheme the handling of Postal mail has been multiplied resulting in delay and misrouting. Normally, the customer of POs are not fully aware of L-1 and L- system, just like the post boxes installed in metro cities for local, metro cities and foreign. Ultimately, the scheme proved a fiasco.

The intention is to divert your kind attention. While framing the policy deep consideration is needed to be given to the ground problems and practicability. It is proposed to promote **Public Private Partnership** for developing in the Sector. This idea augurs well but the major stepholders in the **Partnership** who may be **unknown** to the Postal working may thrust on the **PO's** the unrealistic type of business and it will likely create a faction to the disadvantage of the Postal system. It may be pointed out that **Public Private Partnership** in many other Countries was experimented but proved a failure. Even in our Country the recent example of air services is a lesson to learn. Besides, this will be against laid down system of Governance i.e. the **ownership of the Railways, PO's etc.** should be with Government only.

There is a large scope for keeping a liaison with many **foreign countries** who have not become member of **Universal Postal Union**. These non-member countries are to be tapped for exchange of mails **specially export of goods** to these countries through sea mail and air mail goods. It is also suggested that these untapped countries may be recommended for exchange of goods through parcel system albeit with the permission of the **Central Reserve Bank**. It is a matter of fact that though small countries like Kuwait, Dubai, Bahiran have Money Order system with **India Government**. A big Country like

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Ref. No.: NU/P-IV/NPP 2012/1/2012

25-09-2012

Date :

- 7 -

USA is not having MO systems with Indian Government. All these systems will have surveillance of the **Central Reserve Bank**. It is likely that the inflow of much needed foreign investment can be procured legally and honestly.

Due to wide use of **mobile phones**, the workload of Postal work is marginally affected. However, still the vast majorities in the **villages** and even in **urban areas** do use the old less expensive communication system of **Post Cards and envelopes**. Furthermore, the reading of such letters are linked to be sentimental values, it is hard to leave. The salient features of **draft National Postal Policy 2012** the suggestions made at **Point No. 3 regarding exchanging the quality of service is fully appreciated and supported by my Union.**

In summing up the submission made above the **disadvantage of independent regulatory** body for the Indian Postal Market is placed before your kind Honour for kind and due consideration as thought proper.

With profound regards,

Thanking you,

Yours Sincerely

Sd/-

(T.N. RAHATE)

General Secretary and

President FNPO

Principal CAT Court Stay Order

OA 1736/2013

MA 1382/2013

Present : Shri L.R. Khatana, Counsel for applicant

Shri M.K. Singh, Counsel for respondents

On the last date of hearing, i.e. on 23-5-2013, counsel for respondents was directed to find out the latest position of the OA filed before the Ernakulam Bench of the Tribunal, so that the prayer for interim relief could be considered by us. Today Shri M.K. Singh appeared as counsel for respondents and stated that he has just been engaged by the respondents in the matter and, therefore, he is not in a position to inform us about the stage of the proceedings before Ernakulam Bench of the Tribunal. However, counsel for applicant has brought before us the order of the Bangalore Bench of the Tribunal dated 23-4-2013 which reads as under:-

“M.A.214/13 for single application is allowed.

Issue notice to the respondents by dasti. Applicant shall take out notice and have it served on the respondents within 7 days next.

Applicant submits that the casual labourers and GDS employees are waiting for absorption in the post to be now held to be sufficient for abolition. He would submit that if such things happen the right which they have accrued all through the years, will be lost.

Therefore, I direct the respondents to file a short reply on the question of interim relief passed by the applicants. They can also file a detailed reply within 4 weeks next, incorporating the reasons for such abolition whether public interest involved in it and whether the livelihood and lives of casual labourers, who seems to have been working, according to the applicants, for more than 10 years are protected in any way and in the like matrix, within 11 days from the date of receipt of this notice. Post for further hearing on 8-5-2013.

In the meanwhile, Annexure A-I and other consequential proceedings shall remain in dispended animation till the next date of hearing.”

Orders passed by the Ernakulam Bench of this Tribunal are also placed on record (page 26 of the paper book).

In view of the fact that two coordinate Benches have given interim relief to the similar applicants, we see no difficulty in providing the same interim relief to the applicants herein. Ordered accordingly.

List the matter on 11-6-2013 before the Vacation Bench by which time the respondents may file reply.

Sd/-
(A.K. Bhardwaj)
Member (J)

Sd/-
(Manjulika Gautam)
Member (A)

Sd/-
ATC
(R.P. Sharma)
(Advocate for petitioners)

Legal Position to Abolition of Posts

As per the orders issued by the Government of India in 2001 for abolishing posts as per screening committee recommendations, only 2/3 direct recruitment vacancies should be abolished. Promotional Posts should not be abolished. Based on this order Kerala circle filed a case in CAT Ernakulam against abolishing Postmen & Group 'D' posts, as these posts are promotional posts of GDS employees. Department argued that promotion from GDS to Postman/MTS is direct recruitment and not promotion. But CAT has not accepted Department arguments. CAT, Ernakulam bench delivered a Judgement that promotion from GDS to Postman/MTS is not direct recruitment but promotion. CAT Directed CPMG not to abolish Postman/MTS posts and to fill up all the posts by promoting GDS.

Department went on appeal to High court Kerala. But High Court confirmed CAT order. Accordingly in Kerala circle all the promotional posts of GDS were filled by promoting GDS. Based on the same order now FNPO P4 & NFPE P4 CHQ and GDS (NFPE) have filed a case in Principal CAT and obtained stay order from abolishing Postmen & MTS posts.

Some comrades are asking why abolition of PA/SA posts cannot be stayed. Department is not abolishing the promotional posts in the PA and SA cadre (LGOs vacancies). But they are abolishing direct recruitment vacancies only.

Ernakulam CAT order is not applicable to Direct recruitment vacancies. It is applicable to promotional vacancies only. In the PA/SA cadre there is no promotional vacancy for GDS in the outside quota (Direct Recruitment Quota). This is the legal position. There is no chance for getting stay order for PA/SA direct recruitment post as it is not promotional post. This is the legal advice received by us.

FNPO P4 & NFPE P4 CHQ has protested against the abolition of Posts, but Department of posts is taking a stand that eventhough they have tried best to get exemption from abolishing direct recruitment posts, the Government of India has not granted any exemption and hence the Direct recruitment vacancies recommended by screening committee up to 2008 have to be abolished. From 2009 onwards there is no abolition of posts and all the vacancies can filled up as per the orders of the Department.

Regarding postmen and MTS abolition, the abolition is stayed on Technical grounds stated above because the CAT Ernakulam has clearly ruled that promotion from GDS to Postman & MTS is not direct recruitment.

This argument cannot be raised in the case of PA/SA direct recruitment vacancies.

**Order of CAT (Principal Bench)
On Stay Granted by CAT (P.B) Delhi
Against Abolition of Posts of Postmen & MTS
Years 2005 to 2008**

Department of Posts ordered abolition of 17093 posts of various cadres. Out of which about 7500 posts were related to Postmen & MTS. AIPE Union Postmen & MSE/Gr. 'D' & NUPE Postmen & MTS filed a case No. 1736/21.05.13 in CAT (P.B) Delhi along with AIPEU GDS (NFPE) others. The Hon'ble CAT Delhi has granted stay against the abolition of posts of Postmen & MTS only.

Temporary Employees joined before Jan, 2004 and regularised in NPS will eligible for Pension & GPF: CAT

Central Administrative Tribunal relief on pension for 16 IGCAR employees

Chennai: The Madras bench of the Central Administrative Tribunal has directed the Indira Gandhi Centre for Atomic Research (IGCAR), Kalpakkam, to provide GPF and other benefits under Central Civil Service (Pension) Rules 1972 to 16 employees absorbed as temporary workers in 1999.

In a petition, K. Punniyakoti of Kalpakkam and 15 others prayed for a direction to the Central Government and IGCAR to extend to them the benefit of pension under the old government pension scheme. The petitioners contended that they were granted temporary status in 1999. On September 9, 2008, they were appointed as casual labourers in the grade of 'helper A'.

As per the order, 50 per cent of the service rendered under temporary status would be counted for retirement benefits. After rendering three years of continuous service after conferment of temporary status, the casual labourers would be treated on a par with group D employees for the purpose of contribution to general provident fund. They were appointed in temporary category and subsequently regularised between May 2005 and November 2005.

Meanwhile, the government introduced the new pension scheme in April 2004 and the employees who joined service after January 1, 2004 were to be covered under the new scheme. In its reply, IGCAR argued that the employees who joined service after January 1, 2004 would be governed by the new pension scheme. Employees who joined service prior to January 1, 2004 were governed by the general provident fund /contributory provident fund as per the Central Civil Service (Pension) Rules 1972.

The judicial member of the bench, B. Venkateswara Rao directed IGCAR to apply provisions of the Central Civil Service (Pension) Rules 1972 in respect of the employees and extend benefit under GPF rules. The bench also directed IGCAR to deduct monthly subscription regularly without interruption. The order is to be complied with within two months.

(Source : <http://www.deccanchronicle.com>)

TCS making India Post Technology smart

On 29 May, India's leading software services exporter, Tata Consultancy Services Ltd (TCS), got a six-year, Rs.1,100 crore contract to equip India Post with modern technologies and systems. The aim is to help the department deliver not just postal services but also insurance, disburse pensions, accept deposits and collect bills, similar to postal departments in developed countries such as the US, Canada and Germany. Tanmoy Chakrabarty, vice-president and global head of the government solutions unit at TCS, has a 70-people team working on integrating the core systems of the India Post modernization programme. In an interview, Chakrabarty spoke about the status of the project and the challenges he faces. Edited excerpts:

•• **What does the modernization project envisage, and how big is the role of TCS in it?**

- There are many parts to this programme. There are different vendors doing various jobs such as network integration and rural systems integration (RSI). About 35,000 post offices in the country are single-staffed, hence RSI is very important from a technology standpoint. Then there are financial systems integrators that are working on the automation of all manual entries, book entries, etc. In addition, there's a data centre project which comprises a centralized data centre and a disaster recovery centre-the first in Mumbai and the other in Mysore.

The modernization programme also envisages a rural ICT (information and communications technology) platform to deal with the supply of hand-held terminals for services such as capturing biometrics, accepting postal receipts and disbursing payments-essentially all mobile postal services. The mail automation programme consists of barcode readers, automatic sorters and automated mail-handling equipment in cities such as Kolkata, New Delhi, Bangalore and Mumbai.

Our work revolves around CSI, or core systems integration. This means that we join all the dots, and completely digitize the internal workings of the postal department.

•• **What's the status of the project?**

- We began work around two months ago. We have around 70 people working on the project currently. Since the work is very important both to the DoP (Department of Posts) and to us, we will eventually have around 200 people working to make this project a success.

The information technology modernization project, dubbed India Post 2012, is expected to help the postal department achieve a wider reach among the Indian population through increased customer interaction channels and new lines of business.

The scope of the project for TCS includes developing and supporting mail, finance and accounts, human resources, customer interaction management solutions for all channels including the rural ICT platform, data migration, infrastructure, service level agreement, call centre and centralized 24x7 service desk operation for the DoP. It also includes providing security solutions, an enterprise management system.

We expect to start testing the integration of core systems in the next 6-8 months. We believe the system should be ready to go live in 12-14 months.

•• **What challenges are you facing?**

- The postal department is a very traditional organization with well-established manual practices.

TCS has also got the mandate for organization change management. This means we have to conduct workshops to sensitize the staff and ready them for changes that will be introduced because of modernization.

•• **Apart from getting revenue, how does TCS stand to benefit?**

- The CSI project is about service delivery transformation through a technology-led, service-oriented approach to offer world-class delivery of postal services to Indian citizens. This project once again reiterates TCS's commitment to help the government deliver citizen services more efficiently. The payment is linked to service-level performance, hence we have to deliver the goods on time. (TCS' India revenue currently accounts for about 10% of its total revenue, which stood at \$11.5 billion as on 31 March.)

(Source : Livemint.com)

**Notice for strike from 12/02/2014 to 13/02/2014
served by Postal Federation s & Unions**

**MEETING (ON 07/02/2014) AT 1500 HRS.
UNDER THE CHAIRMANSHIP OF MEMBER (O) DAK BHAVAN
Notice for strike from 12/02/2014 to 13/02/2014
served by Postal Federation s & Unions**

No. 08/01/2014-SR
Ministry of Communications & IT
Department of Posts
(SR Section)

Dak Bhawan, Sansad Marg
New Delhi, dated 3rd February, 2014-02-03

MEETING NOTICE

Subject: Notice for strike from 12/02/2014 to 13/02/2014 served by National Federation of Postal Employees, Federation of National Postal Organizations and All India Savings Bank Control Employees Union for settlement of 'Charter of Demands'.

With reference to NFPE, FNPO and All India Savings Bank Control Employees Union notice for strike for settlement of 'Charter of Demands', it has been decided to convene a meeting with the federations / union on 07/02/2014 at 1500 hrs. in the G.P. Roy Committee Room, Dak Bhawan, New Delhi, under the chairmanship of Member (O). You are requested to kindly make it convenient to attend the meeting.

A copy of the agenda items relating to Department of Posts is enclosed.

Official Side:
DDG (Estt) / DDG (P) / DDG (PAF) / DDG (SR & Legal)

Sd/-
(Arun Malik)
Director (SR & Legal)

Staff Side:
Sh. M. Krishnan, Secretary General, NFPE
Sh. D. Theagarajan, Secretary General, FNPO
Sh. R.K. Tandon, Gen. Secretary, AISBCEU

Copy to: Sr. PPS to Secretary (Posts)
PPS to Member (O) / PPS to Member (P)
PPS to JS & FA

**AGENDA ITEMS FOR THE MEETING ON 07/02/2014 AT 1500 HRS.
UNDER THE CHAIRMANSHIP OF MEMBER (O)**

Sl.No.	Agenda Item	Officer concerned.
1.	Regularization and revision of wages of casual and contract workers.	DDG (Estt)
2.	Fill up all vacant posts and creation of new posts wherever justified.	DDG (Estt) / DDG(P)
3.	Finalization of Cadre Restructuring of Postal RMS, CO, SBCO, System Administrators, ME and Civil Electrical Wing.	DDG(P)
4.	Implement MMS Restructuring proposal	DDG (Estt)
5.	Revise norms for Postmen for some items.	DDG (Estt)
6.	Settle PO and RMS Accountants Item	DDG (PAF)
7.	Restore the identified abolition of post from 2005 to 2008 under the scheme of Optimization of Direct Recruitment vacancies which is kept under abeyance under OA No.1736/2013 referred by the Directorate letter No.66-24/2013-SPB-I dated 13/12/2013.	DDG(P)
8.	Arrange cadre restructure meeting with AISBCE Union as per reference addressed to DDG(P) vide letter No. CHQ / AISBCEU / 2014 / 01 dated 01/02/2014	DDG (P)
9.	Grant recognition to GDS Union as per Sh. P.S. Nataraja Committee recommendations.	DDG (SR & Legal)

Cadre Restructuring Proposal and Minutes

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/Draft/Cadre Re-structuring/13/2013

Date : 24-10-2013

To,

Shri V.P. Singhji,
DDG (P) and Chairman,
Cadre Re-structuring Committee,
Dak Bhawan, Sansad Marg,
New Delhi-110001

**Subject : Proposal for cadre restructuring -
Case of Postmen, Group 'D'/MTS Staff**

Respected Sir,

First of all we would like to wish you **Heartiest Congratulations for being the Chairman of Cadre Re-structuring Committee.** Secretary (P)/DG has appointed you as Chairman of Cadre Re-structuring Committee and **we assure you our full support and cooperation.** We expect that you will give kind consideration to the Postmen and MTS in **cadre restructuring.** And also we believe that you will give sympathetic consideration to the **proposal for cadre restructuring submitted by us.**

Kind reference is invited to my communication of even number dated 11-6-2012 on the subject noted above. It may also be stated that in the meeting convened in the earlier

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Ref. No.: NU/P-IV/Draft/Cadre Re-structuring/13/2013**Date :** 24-10-2013**- 2 -**

period, it was sensed that so far topic of restructuring the **Postmen and MTS cadre** in concern the view of the Administration was not encouraging. It is therefore emphatically stressed that undoubtedly the field workers namely **MTS, Postmen** etc. are the **root foundation of the Postal Department**. Consequently, it is imperative that this root foundation need to be made strong and satisfied in all aspect. Even the earlier British Government was quite sensitive and acknowledging regarding this core fact. As it is expectedly hoped that the importance and the necessity of the root foundation is foresightedly, would be acknowledged a liberal scope for proposed **restructuring of postmen and MTS cadre** would be duly given.

In my earlier communication dated 11-6-2012 it was pointed out that **17 additional item** of work are assigned to the postman staff and **10-14 additional** items of works to MTS staff respectively after acceptance of **recommendations of the VIth CPC**. These new items of works are closely related to the **technical operation**. These **technical operation need upper level** intelligence and skill when there is question of involvement of intelligence and skill naturally compensation of the intelligence and skill is warranted. The nomenclature **therefore of MTS and Postman Staff** need to be calibrated by **vertical promotion commensurative** with financial upgradation. The basic need for keeping the staff in the said cadre satisfied and motivated the solutio is granting adequate scope for vertical promotion coupled with **financial upgradation**.

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Date : 24-10-2013

- 3 -

Cadre Restructuring is needed in Postman and MTS cadre because in this cadre there is no supervisory cadre and all the work has to be done by Postman and MTS cadre. They have to do various works like operate computers, mail sorting, cent percent delivery of mails, to sort missent letters, verify postman remark letter, make daily arrangements of Postman/MTS, maintain CL/EL leave records, maintain discipline and line formation of public, feed data/letter in the computer and take printouts of the list (Mail PA and Despatch PA works), to despatch the mail bags and receive the mail bags, to give full information to Division/RO and handle other responsibilities. So more Supervisory posts are required and for this non-functioning post there is no justification for functioning post. So a non-functional grade is demanded and training is demanded.

In this connection, it was suggested dated 11-6-2012 some non-functional grade may be created out of total strength in the respective cadre of the MTS and Postmen Staff. The following table will indicate how the non functional cadre will be benefitted by the vertical financial upgradation.

1.

From the total post of Postman & Mail Guards Entry Grade for 50% of Postman should be GP-2000/-. And other 50% Postman should be **given training course**. After completion of training course 50% of trained Postman should be treated as and give **Non-functional Grade (Postman) GP-Rs. 2400/-**.

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Ref. No.: NU/P-IV/Draft/Cadre Re-structuring/13/2013

Date : 24-10-2013

- 4 -

(For Postman Cadre) (Proposal)

S.N.	Nomenclature of the Grade	Percentage	GP	Remark
	Non Functional Grade (Postman)	50%	2400	Entry into Non Functional Grade (Postman) After qualifying technically
1.	Non Functional Grade, NFG 1	20%	2800	Sorting Postman/Speed Postman
2.	Non Functional Grade, NFG II	20%	4200	Head Postman, Despatch of Mail Bags, Receiving of Mail Bags, (Mail PA and Despatch PA work) Three Postman)
3.	Non Functional Grade, NFG III	10%	4600	Overseers, Cash Overseers, Mail Overseers

All the Non Functional Grade Postman cadres divided into three grades and fix responsibility.

2.

From the total MTS Entry Grade for **50% of MTS should be GP-Rs. 1800/-** and other 50% MTS should be **given training course**. After completion of Training Course 50% of trained MTS should be treated as **Non Functional Grade (MTS) GP-Rs. 2000/-**.

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Ref. No.: NU/P-IV/Draft/Cadre Re-structuring/13/2013

Date : 24-10-2013

- 5 -

(For Group 'D' MTS Cadre) (Proposal)**S.N. Nomenclature of the Grade Percentage GP Remark**

	Non Functional Grade, (MTS) NFG	50%	2000	After qualifying technically Entry into Non Functional Grade-MTS
--	---------------------------------	-----	------	--

- | | | | | |
|----|-------------------------------|-----|------|---------------------------|
| 1. | Non Functional Grade, NFG I | 20% | 2400 | Jamadar |
| 2. | Non Functional Grade, NFG II | 20% | 2800 | Sr. Jamadar/Daftary |
| 3. | Non Functional Grade, NFG III | 10% | 4200 | Head Jamadar/Head Daftary |

All the Non Functional Grade MTS cadre divided into three grade and fix responsibility.

During the last decade there was arbitrary reduction in the **supervising** and field staff employees in the tune of 20% and 6% respectively. This was the condition for getting the financial upgradation. However, in practice the reduction was done in excess of the targeted percentage. Some post in the MTS and Postman cadre were abolished outrightly as they were kept unfilled for a year. Some Post were kept in skeleton form. It is a known fact that there was a ban on recruitment from the year 1985 and the vacant post which remained unfilled for a year and more were automatically abolished. Consequently, practically the reduction in the staff amounted to more than the undertaking given by the employees. The post which were kept in skeleton form have never been revived. This situation summarily resulted in the total shortage of staff to the extend beyond the target. The total effect of the above noted action affected in the heavy dislocation of the field work.

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Ref. No.: NU/P-IV/Draft/Cadre Re-structuring/13/2013**Date :** 24-10-2013**- 6 -**

Just to bring the matter on the proper track motivated beneficial vertical promotion to the field staff is therefore need of the hour. The **importance of cadre restructuring** in the **MTS and Postman Staff** is to be sensitively and sympathetically need to be realised. The **Ex-Honourable President of India** and **Hon'ble Prime Minister of India** have openly praised the role played by field staff and their connectivity with the **urban and rural masses** of India. Therefore no negligence could be given to the field staff.

As per recommendations of the VIth CPC major Staff has put in the PB-1 Rs 5200 to 20,000. The intervening calibration of financial upgradation is spread over long period. Albeit, there will be change on getting **MACP I, II, III** but there are few unfortunate employees who are on the verge of retirement and who have already exhausted MACP I and II will be precluded from getting MACP III and for these employees there is **no other alternative** to compensate their long service.

In the context of submission made above it is **proposed that the proposal of cadre restructuring** may kindly be given priority in finalisation of the matter.

Thanking you,

Yours Sincerely

Sd/-

(T.N. RAHATE)

General Secretary and

President FNPO

**Meeting of Committee Constituted on Cadre Restructuring of
Group 'C' Employees held on 28th April 2014 in Room No. 347-D,
Dak Bhawan, Sansad Marg, New Delhi**

RECORD OF DISCUSSIONS

The Committee constituted by the Department on cadre restructuring of Group 'C' employees vide No. 25-04/2012-PE I dated 23rd Oct 2013 held its final discussions on 28th April 2014 at 11.00 hours under the Chairmanship of Shri V.P. Singh, DDG (Personnel). The following were present-


<u>OFFICIAL SIDE</u>	<u>STAFF SIDE</u>
1. Shri V.P. Singh, DDG (P) - Chairman	1. General Secretary, AIPEU, Group 'C'
2. Shri Alok Saxena, Secretary PSB - Member	2. General Secretary, NAPE, Group 'C'
3. Ms. Trisnajt Sethi, DDG (E) - Member	3. General Secretary, AIRMS & MMS, Group 'C'
4. Shri Surender Kumar, ADG (PCC) - Member Secretary	4. General Secretary, NU RMS & MMS Group 'C'
	5. General Secretary, AIPEU, Postman & MTS
	6. General Secretary, NUPE, Postman & Multi-Tasking Employees


2. The Committee had earlier met on 27th Nov. 2013, 04th & 05th Feb 2014 and had detailed discussions.

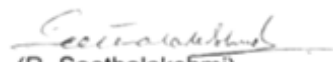
3. The representatives of the Staff side informed that Postal Assistant cadre officials are getting promotions in promotional hierarchy to Grade Pay of Rs. 2800/- (PB-1) in Lower Selection Grade at a time when they are already placed in the Grade Pays of Rs. 4200/- (PB-2) or Rs. 4600/- (PB-2) on award of financial upgradation(s) under MACPs. Taking note of this factual position and detailed discussions, the following recommendations in respect to the cadre restructuring of Group 'C' employees were agreed to:-


- (a) The post of SPMs in Single Handed Post Offices and Double Handed Post Offices will be placed in the Grade Pay of Rs. 2800/- in the Pay Band PB-1.
- (b) The post of Sub Postmasters in Triple Handed Post Offices and all other existing norm based LSG Posts in Post Offices will be placed in the Grade Pay of Rs. 4200/- in the Pay Band PB-II.
- (c) All existing posts in HSG-II will be placed in the Grade Pay of Rs. 4600/- in the Pay Band PB-II alongwith the existing HSG I Posts.


- (d) After the implementation of the above restructuring, the officials in the Grade Pay of Rs. 4600/-, who have completed 2 years of regular service, will be granted the Grade Pay of Rs. 4800/- in the Pay Band-II on non-functional basis after following the usual procedure of non-functional upgradation(s).
- (e) Cadre ratio as per the agreed position mentioned at (a) to (d) above, will be worked out and the ratio so worked out will be replicated to the SA cadre of RMS, PA cadre of Circle & Administrative Offices as also to the PA cadre of SBCO.
- (f) In respect of Postmaster Grade I, Grade II and Grade III Posts, once the recommendations of this Committee are implemented, the matter will be examined in the light of the same.
- (g) In the light of peculiar situation of Postman/Mail Guard cadre where the work for bulk of the cadre continues to remain the same; as a special case the Committee recommends the ratios as worked out in pursuance of (e) above may be considered for implementation for these cadres as well and that the cadre so restructured may concurrently get the benefit of MACP also.
- (h) MTS being a common cadre in all Central Government Ministries/Departments' will be extended the same benefits as commonly decided for them.



(M. Krishnan)
General Secretary
AIPEU Group 'C'
(NFPE)



(Giri Raj Singh)
General Secretary
All India RMS & MMS
Employee Union, Group 'C'
(NFPE)


(R. Seethalakshmi)
General Secretary
AIPEU Postmen &
Group 'D'/MTS
(NFPE)

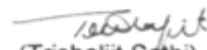

(D. Theagarajan)
General Secretary
National Union of RMS &
MMS, Group 'C'
(FNPO)

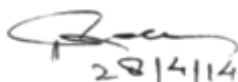

(T.N. Rahate)
General Secretary
National Union of Postal
Employees, Postmen &
Group 'D'/MTS (FNPO)


(D. Kishan Rao)
General Secretary
National Association of
Postal Employees,
Group 'C' (FNPO)


(Surender Kumar)
ADG (GDS/PCC) &
Member Secretary


(Alok Saxena)
Deputy Director General
(PMU)/Secretary PSB


(Trishaljit Sethi)
Deputy Director General
(Establishment)


(V. P. Singh)
Deputy Director General (Personnel) &
Chairman

Postal Departmental Council Meeting Agenda and Minutes

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/Items for Departmental Council/1/2013

Date : 16-05-2013

To,

The Secretary,
Shri Giriraj Singh,
National Joint Council Member,
New Delhi

Subject : Items for Postal Departmental Council, JCM - reg.

Respected Sir,

The undersigned proposes the following items for issuing **Postal Departmental Council JCM - reg.**

Item NU P-IV/DC/1/2013 : Immediate commencement of action regarding modification of Departments **Order No. 31-38-79 PE-1 dated 25-5-1979.**

Item NU P-IV/DC/2/2013 : Filling up residual vacant posts of Postman MTS etc. convening of a **special examination** for the said purpose. The question papers be **framed by a promottee officers relating to practical working in the POs.**

Item NU P-IV/DC/3/2013 : All Delivery POs, all the Beats of Postmen in the PO's may be **calibrated at equidistant. One postman for the work of 450 minutes** be allotted Orders may be issued on the subject. **One hours allotted for advance preparation of the work in computerisation** should be included in the data calculation in the revision cases.

- (i) Unaccountable Postal articles may be Order to be **delivered to watchman (Security) of the Society, Society Office,** due to heavy shortage of field staff.

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- (ii) Undelivered accountable **article returned** with remarks '**time barred**' delivery should **be permitted** and **no action be taken for such remarks**. '**Time barred**' for delivery may be approved as prescribe remark for return.

Item NU P-IV/DC/4/2013 : Payment of **Uniform & Kit items** in cash to the all eligible postal employees. **Uniforms and kit items** are not supplied by the nominated suppliers in time, also the quality of the supply made is of inferior quality, so the equivalent cash for kit items (**Umbrellas and chappals etc.**) be paid by cash to the field workers.

- (i) No supply of Uniform is made for the **last six years**. Surprisingly in **Bihar Circle the MTS are excluded from supply of Uniforms**.
- (ii) Purchase of **JD bags** - Powers may be given to the **Heads of Division/Regions**. To get security of the Postal Items **strong quality of JD bags** are must. Therefore the powers of purchase/supply may be decentralised to Divisional/Regional Level.

Item NU P-IV/DC/5/2013 : During the **years 2005 to 2008** the abolition of MTS/Postman posts, **post in skeleton form** should be revived and deployed in the needy PO. Orders may also be issued by considering the net work hours by the field staff as **450 minutes plus 60 minutes** for feeding the **data in the computer**. Fresh revision cases may be calculated on the basis of net working **hours of 450 minutes** for the field postman after application of this base for determining the postman staff any **surplus strength found in the Postman staff** may be **adjusted by redeployment** in the Post Offices preferably in the adjacent **Divisions**. **Justified posts in Postman and MTS cadre** may be filled up by redeployment to the cent-per-cent quantity.

Item NU P-IV/DC/6/2013 : Definition of congested area of **2500 per square miles need** to be re-examined due to growing **population in the square area** in the land is increase very fast, in urban areas a small portion of land can be considered as congested area. Consequently, appropriate strength of delivery staff will come up for consideration.

Item NU P-IV/DC/7/2013 : Close and kind attention to be given to the pitiable plight of the residence of Sahar, **P&T Colony, Sahar, Mumbai-400099**. The residence in this colony are anxiously awaiting for years together to mitigate their redicament which is not fully cared for by the local civil wing, urgent action needed. During the year **2011-2012** Maharashtra Circle has **surrendered funds of Rs. One crore to DG Office**, the fund was surrendered due to shortage of civil employees/officials. So please **release this fund amount of Rs. 1 crore for the completion of the pending work**.

Item NU P-IV/DC/8/2013 : Consideration may also be given to **provide mediclaim policy** to the employees of Postal Department in lieu of CGHS and AMA facility.

Item NU P-IV/DC/9/2013 : Harassment by the **RPF Staff (Railway Police Force)** to the Postal Staff working at Railway Booking Counter allotted to specific post offices with fake and fabricated allegation. It is noticed that some vested **interest in the RPF staff** (Railway Police Force) is trying to overpower specific post offices with intention of completion of their **quota** of filing cases. This attitude of **RPF** need to be checked and protection given to the Postal staff during the work of **Railway Booking Counter**.

Item NU P-IV/DC/10/2013 : Grant of education allowance to the siblings of (son/daughter) is being paid up to 12th (HSC) Standard which may be extended upto Graduation (**XVth**) **Standard**. In the modern era there has been alround progress in the education and unless anybody is not qualified upto graduation level finding suitable employment has become most difficult problems. So, the eligibility CEA may be extended upto graduation (**XVth**) **level**.

Item NU P-IV/DC/11/2013 : Keeping 10 to 20% reservation quota for work of the Postal Employees in the (Outside) Direct Recruitment of PA/SA cadre. As the **employment market** has been narrowed down the siblings of Postal Employees is finding difficult to get suitable employment. Consideration may be given to reserve **10% to 20% quota** in direct recruitment in the POs to the qualified siblings of the Postal employees (working/retired).

Item NU P-IV/DC/12/2013 : Orders instructions may be issued to **convenyance MACP, DPC** strictly at the prescribed intervals. After completion of assessment by the **DPC the final decision** taken by the approving Authority may be communicated from **CO to RO and RO to DO** in quick time without necessary and petty queries. In case, if it is found the queries raised were unnecessary in the case, necessary action may be taken **against the delaying officer**.

Thanking you,

Yours Sincerely

CC for information and necessary action

1. Secretary (P), Department of Posts,
Dak Bhawan, Sansad Marg,
New Delhi-110001

2. Secretary General, FNPO

(T.N. RAHATE)

General Secretary and
Member of Postal Departmental Council

(T.N. RAHATE)

General Secretary and
Member of Postal Departmental Council

Minutes of the JCM (DC) Meeting held on 28-12-2012

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

Dak Bhawan, Sansad Marg
New Delhi-110001

No. 6-04/2012-SR

Dated the 30th January, 2013

Sub : Minutes of the JCM (DC) Meeting held on 28-12-2012 at 11.00 am under the Chairpersonship of Secretary (P).

Please find enclosed minutes of the JCM Departmental Council Meeting held on 28-12-2012 under the Chairpersonship of Secretary (Posts) for information and necessary action.

2. It is requested to take necessary follow-up action urgently under intimation to SR Section.

Encl: As Above

Sd/-
(Arun Malik)
Director (SR)

To

Official Side

Member (Technology) / Member (HRD) / Member (Personnel) / Member (Planning) / Member (PLI)/ CGM (MB&O) / CGM (PLI) / CGM (BD&MD) / DDG (R&P) / DDG (Tech.) / DDG (FS) / DDG (Estates) / DDG (Estt.) / DDG (P) / DDG (IR) / DDG (Training)/ GM (SP&M) / Director (SR & Legal), Smt. V.C. Kajla, Consultant.

Staff Side

1. Shri V.K. Sridharan
2. Shri Giri Raj Singh
3. Shri M. Krishnan
4. Shri D. Theagarajan
5. Shri T. Satyanarayan
6. Shri Ishwar Singh Dabas
7. Shri T.N. Rahate
8. Shri P. Suresh
9. Shri P. Bhattacharjee

Copy for information: - Sr. PPS to Secretary (Posts).

MINUTES OF THE JCM(DC) MEETING HELD ON 28/12/2012

JCM (DC) meeting was held on 28/12/2012 at 11.00 A.M. in the Dak Bhavan under the chairpersonship of Secretary (Posts). The following were present:-

Official Side:-

1. Smt. Manjula Prashar, Secretary (Posts) - Chairperson.
2. Ms. P. Gopinath, Member(Technology)
3. Sh. Kamleshwar Prasad, Member (HRD)
4. Ms. Yesodhara Memon, Member (Personnel)
5. Ms. Suneeta Trivedi, Member (Planning)
6. Ms. Kavary Banerjee, Member (PLI)
7. Sh. V.K. Tiwary, DDG(R&P)
8. Sh. A. S. Prasad, DDG (FS)
9. Sh. Tilak De, DDG (Estates)
10. Sh. Alok Saxena, DDG (Estt)
11. Sh. V.P. Singh, DDG(P)
12. Sh. S.C. Barmma, DDG(IR)
13. Sh. L. N. Sharma, DDG (Training)
14. Ms. Smita Kumar, GM (SP&M)
15. Sh. Arun Malik, Director (SR & Legal)
16. Sh. V.C. Kajla, Consultant

Staff Side:-

- | | |
|---------------------------|----------------------|
| 1. Sh. K.V. Sridharan | Leader Staff Side |
| 2. Sh. Giri Raj Singh | Secretary Staff Side |
| 3. Sh. M. Krishnan | Member DC JCM |
| 4. Sh. D. Theagarajan | Member DC JCM |
| 5. Sh. T. Satyanarayana | Member DC JCM |
| 6. Sh. Ishwar Singh Dabas | Member DC JCM |
| 7. Sh. T.N. Rahate | Member DC JCM |
| 8. Sh. P. Suresh | Member DC JCM |
| 9. Sh. P. Bhattarcharjee | Member DC JCM |

The chairperson welcomed all the members of staff side and the officers of the Department in the meeting. Shri K.V. Sridharan, Leader, Staff Side thanked the chairperson for convening the JCM meeting. Member(P) and DDG(Estt) also welcomed the participants and informed that some of the items which were pending in the Standing Committee meeting will not be discussed in this meeting and only new items are being taken up. The staff side also welcomed holding of two DCs meeting in the calendar year 2012, which is as per DOPT guidelines. Thereafter the agenda items were taken up and after discussions on each point, following decisions were taken:

Sl. No.	Sl. No. of Agenda Items submitted by Staff Side	Agenda Item	Decision Taken	Action, if any to be taken by
1.	1.	Grant of higher rate of HRA in respect of offices situated in urban limits.	The Staff side was informed that the process of allowing HRA is done as per instructions issued by Department of Expenditure from time to time. The point raised by staff side that every time, a proposal in respect of grant of higher rates of HRA by the Circle, it is required that the same should be accompanied by Establishment review figures. The official side clarified that this is not required as per MOF rules. However, in case local instructions have been issued from Directorate in this regard, the same will be reviewed in consonance with MOF's instructions.	Item closed
2.	2.	Recruitment through Staff Selection Commission	Discussed and not agreed. It was, how-ever, informed that after the expiry of the contract with CMC, the recruitment process will be reviewed again.	Item closed.
3.	55	Imposing unjustified conditions for appearing IP Examination for the deptl. quota vacancies.	It was informed that the instructions will be reviewed.	DDG(P)
4.	79	Age relaxation to Ex-servicemen in the Deptl. Examinations.	Discussed and not agreed to.	Item closed.
5.	3.	Grant of Flexi Working hours - Case of bigger Cities	It was informed that this recommendation of the 6th CPC was not accepted by the government. Hence, the proposal cannot be agreed to at this stage.	Item closed.
6.	10.	Construction of new building at Kodialbail HSG ISO in Mangalore Division, Karnataka Circle	It was informed that the matter has been taken up with the Head of Circle concerned to intimate the present status and submit the proposal which	DDG (Estates & MM)

			will be considered for inclusion in the 12th plan subject to availability of funds and approval of EFC. It was also decided that CPMG will be addressed to create facilities in the existing building which are urgently required. On receipt of proposal, construction of new building will be considered.	
7.	45	Construction of new departmental building for Itanagar Head Post office.	It was informed that the construction of Itanagar SPO building will start within the next 15 days as intimated by CPMG.	DDG (Estates & MM)
8.	46	Construction of Postal Staff Quarters at Imphal	CPMG has intimated that at present there is no requirement for construction of postal staff quarters at Imphal.	Item closed.
9.	11.	Replacing Kerosene generators by Diesel generators	Generator sets which have outlived their lives can only be replaced.	DDG (Technology)
10.	12	Uniform application of incentive for IMT work	The proposal will be examined.	DDG(FS)
11.	21	Enhancement of limit for verification of withdrawals.	It was informed that on introduction of CBS, the present provision of verification through SDI or PRI(P) will be discontinued.	DDG(FS)
12.	24	Recovery of huge amount being interest Paid on PPF Account opened on Self name and also in the name of Minors (i.e. on two accounts) prior to 06.12.2000 - case of Karnataka Circle	It was informed that RBI authorities have been requested to effect recovery of the amount from accounts standing at SBI Mysore.	DDG(FS)
13.	14	Non counting of Service rendered in APS for MACP	It was explained that regular service commences from the date of joining of a post in direct entry grade on a regular basis either on Direct Recruitment post or on absorption / re-employment. Therefore, the demand of staff side to count service rendered in APS cannot be agreed to.	Item closed.

14.	20	MACP Anomalies - Injustice to promotees under MACP scheme-request implementation of CAT Jodhpur	It was informed that regional PMG, Jodhpur has already filed the writ petition before the Hon. High Court.	Item closed.
15.	101	Fixation of pay of MTS (Group C officials) who were granted ACP-I and ACP-II upgradations prior to 01.01.2006 consequent upon implementation of 6thCPC recommendation in the light of Postal Directorate's latest order no. 1-20/2008-PCC (Pt.) dtd. 18.07.2011.	It was decided that a report will be called from Kerala and A.P. Circles and the issue will be examined.	DDG (Estt)
16.	34	Grant of MACP promotions based on length of service in each cadre	It was explained that the issue raised by JCM is not justified.	Item closed.
17.	53	Dies non period should also be taken for reckoning of continuous service while granting ACP/MACP to officials:	It was decided that a clarification will be sought from DoPT and the issue will be examined in detail.	DDG (Estt)
18.	94	MACP Scheme-its impact on the postal employees.	It was explained that MACP scheme is formulated by DOPT and its implementation is required to be done as per DOPT's guidelines which stipulate that promotions earned by virtue of Departmental exams or limited Departmental Competition exams are to be reckoned for the purpose of granting MACP. Hence, the demand of staff side cannot be agreed to.	Item closed.
19.	123	Implementation for CAT order of Jodhpur Bench of dated 22.05.2012.	It was informed that regional PMG, Jodhpur has already filed the writ petition before the Hon. High Court.	Item closed.
20.	129	Gradation of MACP officials transferred under Rule 38 of Volume IV.	Discussed and not agreed to as the same is not provided for in the rules.	Item closed.

21.	16	Non inclusion of School bag /rain Coat for reimbursement under Children Education Allowance	It was informed that Children Education Allowance is required to be implemented as per DOPT instructions on the subject, which do not provide for re-imbursement of bags, rain coats etc.	Item closed.
22.	17	Arbitrary recovery of Postage in case of foreign articles returned due to non availability of service	It was informed that the case will be examined after calling details from all the Circles.	DDG(IR)
23.	18	Fixation of Pay for canteen employees after Sixth CPC	It was informed that if there is a typographic error in the order, the same will be corrected.	DDG(P)
24.	19	Clarification issued on encashment of earned leave in connection with availing LTC- Payment of difference	It was decided that the DoPT's rulings on the subject will be circulated to all the Circles for taking appropriate action.	DDG(P)
25.	22	Filling up of short term vacancies in the newly introduced cadre of Postmaster	DOPT has been addressed to allow the Department to fill up the HSG I posts on the basis of old Recruitment Rules till the time the Departments gets new RRs notified. As soon as promotions are made action will be taken to fill up the posts of Postmaster Gr.III.	DDG(P)
26.	37	Filling up of the unfilled direct recruitment vacancies kept under skeleton as per the screening committee recommendation for the year 2006 to 2008.	The direct recruitment post not cleared under the optimization scheme have been ordered to be abolished vide order No. 25-12/2008-P.E.I dated 19/11/2012 (copy enclosed).	Item closed.
27.	42	Abnormal delay in notifying HSG-I Rectt. Rules.	It was explained that the proposal is under process.	DDG(P)
28.	43	Abnormal delay in filling up of vacant LSG, HSG II and HSG-I vacancies due to non-holding of DPCs in many circles	It was explained that the proposal is under process.	DDG(P)
29.	47	Immediate filling up vacant Posts of Chief PMGs, PMGS and DPS	It was assured that all the posts will be filled up in the near future.	DDG(P)

30.	51	Denial of relaxed standards to GDS in the appointment of Postal Assistants in the revised recruitment rules - regarding.	The matter is being examined.	DDG(P) DDG(P)
31.	57	Sanctioning and filling up of vacancies of Postmen and supervisory Postmen Posts	It was informed that necessary instructions have been issued to all the Circles to fill up the posts by 30/6/2013.	
32.	75	Special drive for residual vacancies.	The Circles have been directed to complete the exercise of filling up all the posts by 30/06/2013.	DDG(P)
33.	77	Framing of Recruitment Rules in respect of Postal Assistants/Sorting Assistants in Department of Posts.	It was informed that the revised RRs in respect of PA, SA, PA(SBCO) already issued and the PA(CO) is under process.	DDG(P)
34.	85	Request for absorption of MTS Temporary status officials as MTS in RMS units.	In case the GDS employees do not become available for consideration for appointment as MTS, such vacancies will have to be filled up as per the provisions contained in the Recruitment Rules. The quota for casual labourers for appointment as MTS has already been provided in the RRs whereby 25% of the vacancies will be filled up by casual labourers. It is not possible to accede to the demand of the Staff side.	Item closed.
35.	86	Promotion of Departmental Lower Grade Officials to the cadre of PA/SA under the incentive	Discussed and not agreed.	Item closed.
36.	100	Filling up of Multi Tasking Staff vacancies for 2009-2010 in accordance with the latest Recruitment rules	The Circles concerned have been directed to fill up the vacancies by 30/06/2013.	DDG(P)
37.	102	Immediately arrange for filling up of vacant posts in the cadre of PACO & MTS in Circle Administrative offices.	The RRs has been referred to Ministry of Law for vetting. The Department will expedite the process in consultation with Ministry of Law. As regards filling up of the vacant posts, the Circles have been directed to complete this exercise by 30/06/2013.	DDG(P)

38.	106	Permit Circle office staff also to appear in PSS Gr. 'B' examination without effecting the existing benefits for them.	The feeder grade for PSS Gr. 'B' in the cadre of ASPs / IPs. As per the provisions of RRs, PA(CO)'s cannot be allowed to appear for PSS Gr. B exam, the existing channel of promotions for PA(Co)'s have not been adversely affected.	Item closed.
39.	107	Promotion of OS to AD (Rectt.)	Action will be taken by Personnel Division.	DDG(P)
40.	108	Grant of special pay to the SS in Circle office.	Discussed but the grant of special pay to the SS in Circle offices was not agreed to.	Item closed.
41.	117	Tenure in RMS Head Record offices/Divisional offices	It was decided that the necessary instructions will be issued to all the Circles.	CGM (MB&O)
42.	118	Non-filling of IPO post of Direct recruits in J & K Circle	It was decided that SSC will be requested to prefer J&K candidates for filling up the vacancies in J&K Circle.	DDG(P)
43.	23	Short drawal of Grade Pay - In case of Pharmacists in P&T Dispensary	It was informed that the suitable instructions will be reiterated to all the Circles.	DDG (Estt)
44.	25	Irregular denial of family pension to the physically handicapped ward of the deceased pensioner	It was informed that as per the existing provisions of Pension Rules, married son / daughter is not eligible for family pension even if they are handicapped. Only widow or divorcee in case of daughters is eligible; there is no condition for age. However, in future if the nodal Ministry changes the eligibility condition, the same will be implemented in respect of Postal Pensioners as well. However, the proposal will be referred to the nodal Ministry for clarification.	DDG(Estt)
45.	28	Stepping of pay of the promotee senior with direct recruited junior on or after 1.1.2006.	It was explained that when promotee senior claims for stepping up with direct recruit junior, it is inherent that the cadre contains the element of direct recruitment as otherwise there would be no direct recruited junior. As decided, clarifications will be issued to all the Circles by the Directorate.	DDG(Estt)

46.	49	Request to provide one time option to the officials whose increment falls between Feb 2006 to June 2006	It was decided that any proposal if referred to the Directorate, the same will be examined in consultation with D/o Expenditure.	DDG (Estt)
47.	50	Date of next increment in revised pay structure under Rule 10 of CCS (RP) Rules, 2008	It was explained that there was no anomaly in this case. DOE's orders regarding pay fixation under FR 22 (1) (a) (i) takes care of such situations.	Item closed.
48.	52	Recovery effected from Commutation of pension from Postal pensioners who had proceeded on voluntary retirement during the period from 1.1.2006 to 31.8.2008.	It was decided that the relevant order of the DOPT (No.38-37/2008-PNPW(A) dated 10/12/2009), will be re-circulated to all the Circles with necessary instructions in this regard.	DDG(Estt)/ ADG (Pension)
49.	54	Grant of Grade Pay of Rs. 1800 to Group D/MTS who retired/expired from service after 31.08.2008 without having been imparted training:	It was decided that the proposal will be taken up with Department of Expenditure.	DDG(Estt)
50.	58	Fixing norms for Postmen work	(i) Regarding incentive for delivery of Aadhar Cards etc., the proposal is under consideration. (ii) The Committee will examine the norms of Postmen work as decided in the Standing Committee meeting.	CGM (BD&MD) DDG(Estt)
51.	60	Evolution of Norms of Group 'D'	Discussed and not agreed.	Item closed.
52.	68	Performing double duty by Postmen on Double Duty Allowance Basis:-	Proposal will be examined.	DDG(Estt)
53.	69	Provisioning of 10% LR.	Proposal will be examined.	DDG(Estt)
54.	5.	Irregular commutation of LR strength.	Proposal will be examined.	DDG(Estt)
55.	80	Engagement of Short Duty Staff-Restriction of 60 hours per month.	Discussed and not agreed.	Item closed.
56.	87	Review if instructions on engagements of casual labourers in the light of the Guidelines on outsourcing.	It was explained that it is not possible to restore casual labourers. The option is to out source.	Item closed.

57.	88	Revision of instructions issued to merge the duties of outsourced casual labourers with the work of Multi-Tasking Staff - regarding.	It was explained that it is not possible to restore casual labourers. The option is to out source.	Item closed.
58.	30	Fixing standard operating procedures and uniform code and rules for all Postal Training Centers.	It was decided that PTC Madurai will be addressed and details will be obtained, examined and remedial action will be taken, if required.	DDG (Training)
59.	48	Upgradation of pay as per sixth CPC to Group 'C' cadre in response to Group 'D' Selected under blind quota.	It was decided that a separate training module for visually handicapped will be issued.	DDG (Training)
60.	31	Implementing online facility for all Postal employees having General Provident Fund (GPF) Account to get information regarding their GPF accounts directly from the internet:	It was informed that the proposal will be considered after technology project is implemented.	DDG(FS)
61.	33	Discrimination in service condition for eligibility to appear in Lower Grade official (LGO) promotional exam.	Discussed and not agreed.	Item closed.
62.	39	Supply of updated Postal Manuals, Volumes and Reference books to all offices	All the Divisions have been addressed to update the volumes by 15 th February, 2013. After the corrections are made, updated volumes will be uploaded on the website.	DDG (Estates & MM)
63.	56	Bifurcation of Bastar and Raigarh divisions in Chattisgarh Circle	Proposal has been received and is being examined.	DDG(Estt)
64.	128	Request for giving incentive for booking & dispatch of Aadhar Speed Post Articles / bags at different UID P2P Centers of India.	It was informed that the P2P Centres receive data from UIDAI service and booked UIDAI article virtually in speed net. The printed UIDAI letter contains Barcode No. of Speed Post allotted to printer. No physical booking is involved in UIDAI letters. The closing and dispatch of bags is done by staff. However, the issue will	CGM (BD&MD)

			be examined and comments from Circles having P2P Centres will be called.	
65.	62	100% delivery of Mail	No specific instances have been referred to and Mail Division do not have any information about punishment being given on this account. However, details will be obtained, examined and remedial action will be taken, if needed.	CGM (MB&O)
66.	76	Out Station Allowance for the RMS staff working in sections	The proposal will be examined in consultation with Ministry of Finance.	CGM (MB&O)
67.	78	Restoration of two advance increments to the staff working on AMPC Mumbai, Chennai and be paid to the staff working in Delhi and Kolkata.	Discussed and not agreed.	Item closed.
68.	81	All National Speed Post Hubs should be under the control of RMS Divisions.	Instructions have already been issued by MB Division vide OM No. 6-5/2011-D dated 20/10/2011 that the issue of administrative control over speed post hubs may be decided by the CPMG concerned taking into account local needs, administrative convenience and effective monitoring.	CGM (MB&O)
69.	82	Preparation of Due Mail list(DML) and Memo of distribution of work	Suitable instructions will be issued to the Circles regarding maintaining proper record of the Due Mail List and Memo of Distribution of Work at mail offices. The concept of Due Mail List is not applicable to Speed Post.	Item closed.
70.	83	Review of work load in Business Office.	On account of shortage of staff, some Circles might be using out-siders for opening/closing of bags and sorting. Circles are being asked to fill up the vacancies in the RMS.	CGM (MB&O)
71.	89	Creation of MTS Posts to the tune of vacant GDS MM Posts in RMS - regarding.	Discussed and not agreed.	Item closed.

72.	93	100 Multi Tasking Staff by overtaking the services of Mailguards in RMS	It was explained to the Staff side that this proposal may be taken up at Circle level.	Item closed.
73.	96	Providing Full bogie/SLR coach accommodation for RMS Sections	It was informed that Member (Traffic) of Railway Board has been requested vide Directorate DO letter No. 7-2/2012-D dated 27/08/2012 to advise the Zonal Railway authorities concerned to make provision for the required accommodation for RMS transit sections in the mail carrying trains based on the requirement furnished by the Circles. Response from Railway Board is awaited.	CGM (MB&O)
74.	120	Transfer of officials from L2 offices to L1 offices	Suitable instructions have been issued to all Circles. Matter relating to transfer in Gujarat Circle is being examined. Staff side was also asked to intimate specific instances to the CGM (MB&O), which will be examined.	CGM (MB&O)
75.	66	Incentive to Mail Overseers for procuring RPLI Business:	It was informed that action has already been taken and instructions issued. However, instructions will be reiterated in this regard.	CGM(PLI)
76.	104	Issuance of clear instructions to all CPMGs that in the city areas where Cos/ROs are situated, decentralization of RPLI/PLI should not be done.	It was explained that instructions have been issued to Circle Offices in this regard. However, instructions will be reiterated.	CGM(PLI)
77.	105	Save century old centralized Accounting office - DPLI office, Kolkata and ensure job security of the staff of DPLI office, Kolkata.	The O/o DPLI, Kolkata has been identified for computerization. The plan for computerization has been discussed with all staff as well as union representatives. The extra man power likely to arise due to computerization of DPLI Kolkata will be utilized on some other productive work.	CGM (PLI)

78.	109	Reassignment of the DO PLI work and suitable modification for procurement of PLI business and revision of PLI incentive.	It was explained to the Staff side that competition is very tough in insurance sector and we are witnessing a trend of decrease in the bonus. Hence, no case exists for increasing incentive.	Item closed.
79.	*74	(i) Timely supply of uniform and issue of Kit Card.	It was informed that all the CPMGs have confirmed that uniform has been provided. Staff side did not agree to this. They have been advised to send a list of Circles where uniform has not been given for issuing instructions to them. (ii) Issue of kit card is under consideration.	DDG (Estates & MM) DDG (Estates & MM)/ Staff side.
80.	95	Evolving a scheme of social security to the TS CLs and PTCS on the rolls for grant of financial aid who died in mishap/terrorist activities/dacoits.	Discussed and not agreed.	Item closed.
81.	113	Downgradation of HSG II AHRO post in Maharashtra Circle :	It was decided to call for a report from Maharashtra Circle which will be examined.	DDG(P)
82.	114	Release of arrears on a/c of messing Incentives for J & K Circle.	The matter is under examination in consultation with the Nodal Ministry/ DoPT. We have sought clarifications from the DoPT as to whether the arrears could be paid or otherwise.	DDG(Estt)
83.	115	Payment of slightly higher rates of Messing Incentives from April 2012 for J & K Circle:	It was explained that the officials residing in the guarded accommodation are being paid a slightly higher rate of Rs.25.50 per day then other central Government employees who are getting @Rs.15.00/= per day only. There has not been any revision in these rates from April, 2012. The matter is within the domain of DoPT. The non-migrant officials living at their own homes/ outside guarded are being paid Rs.15/= per day only.	Item closed.

84.	116	Open postal dispensary in the valley as is existing in Jammu:	No new postal dispensaries can be opened now. Opening of new CGHS Dispensaries is under the domain of M/o Health. The demand of the staff side will be taken up with M/o Health for opening CGHS dispensaries in the Valley.	ADG (Medical) to issue a letter. Thereafter, this item will be closed.
85.	124	Implementation of Judgment of Delhi High Court dated 29.07.2011 in W/P NO. 3225/2007 in OA No. 164/2005 in the matter of Dharma Singh & Others	The judgement is specific to packers of foreign post and the same cannot be extended to other categories	Item closed.
86.	125	Restoration of 1 post of Sorting Assistant in JP-4 Section of RMS Jaipur Division.	It was explained that the proposal may be taken up at the CPMG level.	Item closed.
87.	126	Redeployment of DSV Posts as Postmen without reduction in the establishment.	It was decided that re-deployment can be done and Circles can examine the proposal on case to case basis.	Item closed.
88.	127	Exemption from professional tax to the Ex servicemen reemployed in the Department of Post.	Discussed and not agreed. Professional taxes are imposed by the State Government and the same differs from State to State. The Department has no role to play in this regard.	Item closed.

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।

MINUTES OF THE JCM STANDING COMMITTEE MEETING HELD ON 23/08/2013

D.G. Posts No. 06/03/2012-SR dated 2nd September, 2013.

The JCM Standing Committee meeting was held on 23/08/2013 at 10.30 hrs, under the chairpersonship of Member (O). Minutes of the meeting are enclosed for information and necessary action at your end.

Minutes of the JCM Standing Committee Meeting held on 23/08/2013.

The JCM Standing Committee meeting was held on 23/08/2013 at 10.30 hrs. in the Dak Bhavan under the chairmanship of Member (O). The following were present:-

Official Side

1. Shri Kamleshwar Prasad, Member (O) - in chair.
2. Shri S.K. Sinha, CGM (MB&O).
3. Shri Tilak De, DDG (Estates & MM)
4. Shri V.K. Tiwary, DDG (R&P).
5. Shri Anil Kumar, DDG (Estt).
6. Shri V.P. Singh, DDG (P).
7. Shri Vineet Pandey, DDG (FS)
8. Shri L.N. Sharma, DDG (Training)
9. Smt. Savita Singh, GM (PLI)
10. Shri Arun Malik, Director (SR & Legal)

Staff Side:

1. Shri K.V. Sridharan, Leader Staff Side.
2. Shri M. Krishnan, Secretary General, NFPE
3. Shri D. Theagarajan, Secretary General, FNPO
4. Shri Giri Raj Singh, Secretary, Staff Side
5. I.S. Dabas, General Secretary, A.I.P.E U, Postmen & Gr. 'D'
6. Shri T.N. Rahate, General Secretary, NUPE, Postmen & Gr. 'D'/MTS

Director (SR) welcomed all the members of the staff side and the officers of the Department in the meeting. He had apprised that some of the items wherein action has been completed and communicated to the staff side, have been deleted from the list of agenda items. Thereafter Shri K.V. Sridharan, Leader, Staff Side thanked the chairman for convening the JCM Standing Committee meeting.

With the permission of the chair, the agenda items were taken up and after discussions on each item following decisions were taken:-

1. Standing Committee Meeting held on 18.12.2012

Sl. No.	Agenda Item	Decisions taken	Action By
1.	Cadre Restructuring for all Non-Gazetted Group B & C cadres	<p>The staff side was informed that as per the discussion held on 02/08/2013 the cadre restructuring committee will be re-constituted.</p> <p>It was assured that the committee will be constituted within one week and the first meeting of the committee will be held within a month.</p> <p>It was also decided that the draft of the Salim Haque committee will be discussed in the first meeting.</p>	DDG (Estt)
2.	Creation of System Administrators Cadre.	This item was included in the agenda item and decided that the issue of system administrators will be considered in the new cadre restructuring committee likely to be constituted within a week's time.	DDG (Estt)
3.	Computation of proper norms for work allotment to existing System Administrators and grant of certain essential amenities.	This item was included in the agenda item and decided that the issue of system administrators will be considered in the new cadre restructuring committee likely to be constituted within a week's time.	DDG (Estt)
4.	Request for discontinuance of the practice of obtaining fidelity / security bond from the employees handling cash.	This item was also included in the agenda list at the last moment on the request of staff side. It was decided that the proposal will be examined on file and reply will be given to the staff side in the next JCM (DC) meeting.	DDG (PO & CP)
5.	Protection of pay of the defunct scale of PO & RMS Accountants who opted for general line under Directorate letter No. 2-22/88 - PE I dt. 01.12.92.	Detailed compliance of pay fixation & consequent revision of due pensionary benefits is still awaited from Punjab Circle. The issue of extending the same benefits as conferred in the case of Sh. Natha Singh will be considered on receipt of the compliance as already decided.	DDG (Estt)
6.	Revision of Cash Allowance to the SPMs handling cash in the absence of treasurer.	It was informed to the staff side that the file is currently with IFW and the matter will be expedited.	DDG (Estt)

7.	Conveyance of cash with police escort- Problems there on.	There are two issues under this item:- (i) Conveyance of cash with police escort - this issue has been closed. (ii) Fixing of line limit - A committee has been constituted under the chairmanship of DDG (CP&PO). The committee will meet on 26/08/2013.	DDG (CP&PO)
8.	Fixing Norms / Time Factors to Postal Stores Depot; Circle Stamp Depot & creation of establishment.	The staff side was informed that this issue will be addressed in the IT Modernization Project.	Item closed.
10.	Allowing to appear in the Departmental Exam like IPOs - case of physically handicapped officials.	The matter is under consideration in consultation with Ministry of Social Justice, the nodal Ministry for notification of identification of the post for reservation in Department of Posts for persons with disabilities. It is pending with that Ministry and the matter is being pursued with them.	DDG(P)
11.	Transfer of all HSG I Posts to General line	As per the existing RRs, HSG I recruitment is done from general line (from LSG, HSG II cadre) and through IPO line. This provision was disallowed by DoPT and the matter has now been referred to DoPT in totality to enable DoP to revise the RRs so that all HSG posts can be transferred to General Line.	DDG(P)
12.	Payment of honorarium to supervisors & Staff of Divisional offices for processing of PLI and RPLI proposals.	The case for change of honorarium as incentive was taken up earlier with IFW Division. For calculating incentive for each item of work, IFW has asked for devising new norms for items of work being carried out at Divisional Office. Meanwhile, under the ongoing FSI project all the PLI / RPLI operations are further being decentralized to CPC / HO level. Subsequent to implementation of FSI the time factor for all processes on the new insurance software will be available for calculating workload for staff / supervisor working as per the new work flow in CPCs. Once the required norms are arrived the matter of incentive beyond a minimum threshold payable to CPC staff will be taken up.	CGM (PLI)

13.	Grant of OTA/ Excess Duty Allowance to the SPMs working in single / Double handed Post offices.	OTA is not admissible to SPMs. The matter of introduction of an extra duty allowance to the operative staff of the Department is under examination in consultation with Nodal Ministries. However, it may not be out of point to mention that in absence of admissibility of OTA to SPMs, the question of grant of extra duty allowance may not arise.	DDG (Estt)
14.	Counting the training period for benefits of promotion under TBOP / BCR scheme	The matter is under consideration in consultation with Department of Legal Affairs and Department of Personnel & Training.	DDG (Estt)
15.	Holding of examination for filling up to posts of AMM in MMS	No RRs are currently available for Assistant Manager (MMS) and the feeder cadres and this is preventing the Department from holding examination. However, required documents and inputs to frame the RRs are being obtained.	DDG (P) / DDG (Estt)
16.	Holding of DPC for filling up the posts of Dy. Manager MMS	The DPC will be held within a period of three months.	DDG(P)
17.	Appointment to the grade of Supdt. Stg. In RMS	The DPC will be held within a period of three months.	DDG(P)
18.	Acute shortage of 'C' Bags.	The staff side agreed that there is no shortage of 'C' bags now.	Item closed.
19.	Implementation of recommendation of the 5th CPC with regard to payment of cash handling allowance to treasurers and Asst. Treasurers in Post offices.	It was decided that the detailed proposal will be sent by the staff side and will be examined by the Establishment Division. If some relevant points are raised by the staff side and which help to resolve the issue, the same will be included and the proposal will be referred tenth time, to the M/o Finance for consideration.	Staff side DDG (Estt)
20.	Allot 19% Group B vacancies for General line and permit all Group C official 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.	The staff side was informed that a committee has been constituted under the chairmanship of DDG (R&P) which will meet on 29/08/2013 and the report of the committee will be submitted within a period of 15 days.	DDG (R&P) DDG(P)

21.	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 in unconstitutional and discriminatory and dropping of confirmation examination.	The staff side was informed that the problem in this case is only in Tamil Nadu Circle. It was decided that the issue will be taken up separately with Tamil Nadu Circle.	DDG(P)
22.	Pay protection to employees who seek transfer to a lower post under FR 15 (a)/transfer under Rule 38.	DoPT's OM No. 16/4/2012-Pay-1 dated 05/11/2012 clarifies the issue.	Item closed.
24.	Construction of Departmental Buildings for Postal Accounts Offices at Hyderabad, Trivandrum and Patna.	The staff side was intimated that the PAO office in Trivendrum shall be accommodated in the new building at Poojapura. Postal Account Office for Patna has also been approved in EFC meeting, whereas the proposal of Hyderabad Postal Accounts Office has not been acceded to by the Planning Commission in the EFC Meeting.	Item closed.

PENDING ITEMS IN THE LAST DC (JCM) & STANDING COMMITTEE MEETING ON JCM SUBJECT II.
JCM (DC) Meeting hold on 28.12.2012

Sl. No.	Agenda Item	Decisions taken	Action By
1.	Grant of higher rate of HRA in respect of offices situated in urban limits.	In the last JCM (DC) meeting held on 28/12/2012 a point was raised by staff side that everytime in a proposal in respect of grant of higher rates of HRA by circle it is required that the same should be accompanied by Establishment review figures. The official side concluded that this is not required as per MoF rules. It has been decided in this meeting that this decision taken in the last meeting will be followed.	Item closed.
2.	Imposing unjustified conditions for appearing IP Examination for the departmental quota vacancies.	The matter is being examined.	DDG(P)

3.	Construction of new building at Kodialbail HSG I SO in Mangalore Division, Karnataka Circle	It was decided that a report will be obtained from circle to ascertain whether the area of the post office is sufficient as per SOA and functionally convenient; failing which action will be taken accordingly to resolve the issue. As regards construction of new building, the proposal was not accepted because the building is safe for occupation as reported by SE (Civil), Bangalore.	DDG (Estate & MM)
4.	Construction of new departmental building for Itanagar Head Post office.	Construction has already started in May, 2013. Item closed.	Item closed.
6.	Uniform application of incentive for IMT work	The proposal for the incentive for IMTS work done in the post offices has already been worked out in detail along with its financial implication. The related file was submitted to JS & FA and the said file has been received back with some queries. The file is being submitted again with compliance and seeking further orders.	DDG (FS)
7.	Recovery of huge amount being interest Paid on PPF Account opened on Self name and also in the name of Minors (i.e. on two accounts) prior to 06.12.2000 - case of Karnataka Circle	This office has already issued order to stop recovery of interest from the officials at fault on 08/02/2012. Since the Accounts were transferred to the Bank and RBI is the controlling authority of the Bank, the S.K. Region, Bangalore wrote a letter to RBI to issue order to the said Bank to get recover the excess paid interest on behalf of the Department of Posts. Matter has also been taken up with the RBI by this office. Reply is awaited from RBI.	Item closed.
8.	Fixation of pay of MTS (Group C officials) who were granted ACP-I and ACP-II upgradations prior to 01.01.2006 consequent upon implementation of 6thCPC recommendation in the light of Postal Directorate's latest order no. 1-20/2008-PCC (Pt.) dtd. 18.07.2011.	The issue is currently under examination.	DDG (Estt)
9.	Dies non period should also be taken for reckoning of continuous service while granting ACP/MACP to officials.	It was decided that the issue will be examined whether the Dies non should be taken for reckoning of continuous service in such cases. Reply will be sent to the staff side separately, after examining the proposal within the framework of extant rules of the Government of India.	DDG (Estt)

10.	Arbitrary recovery of Postage in case of foreign articles returned due to non availability of service.	The matter has been examined and it has been decided with the approval of Secretary (P) that Maharashtra circle may refund the postage recovered from the booking clerks who book foreign articles to those countries where India Post does not have any service.	Item closed.
11.	Fixation of Pay for canteen employees after Sixth CPC.	A clarification will be issued by the Establishment Division.	DDG (Estt)
12.	Clarification issued on encashment of earned leave in connection with availing LTC- Payment of difference.	Ruling of DoPT on this matter has been circulated to all Circles for taking appropriate action.	Item closed.
14.	Abnormal delay in filling up of vacant LSG, HSG II and HSG-I vacancies due to non-holding of DPCs in many circles	<p>Instructions have been issued from time to time to hold DPC meetings as per the schedule prescribed by the Department of Personnel & Trg (DoP&T). As regards filling up of the vacancies in HSG.I, a proposal was referred to DoP&T to fill up the vacancies in HSG.I as per the provisions of existing Recruitment Rules till finalization of amendment to the existing Recruitment Rules. DoP&T has approved the proposal. Directorate vide letter No. 4-44/2012-SPB.II dated 18/04/2013 has issued instructions to all Circles to fill up the vacancies in HSG.I in PO & RMS Offices as per the provisions of existing Recruitment Rules by convening DPC meetings by 30/04/2013 and issue the promotion orders by 06/05/2013.</p> <p>Subsequently, another letter dated 27/06/2013 from Member (P) has been issued to all Circles with the request to ensure that all the vacancies are filled by convening DPC meetings and through Departmental Examinations.</p>	Item closed.
16.	Denial of relaxed standards to GDS in the appointment of Postal Assistants in the revised recruitment rules - reg.	The issue involves amendment of Recruitment Rules. It is being examined and decision will shortly be taken in this regard.	DDG(P)
17.	Special drive for residual vacancies.	For filling all the unfilled vacancies of Multi-Tasking Staff and Postman / Mail Guard in Subordinate offices and Circle / Administrative offices, necessary instruction was issued to all Circles vide letter No. 45-2/2011-SPB-I dated 18/10/2012 with the direction to take action to fill up all the vacant posts	Item closed.

		of earlier years latest by 30th June, 2013. The drive is over and a status report from the Circles has since been called for to review the position.	
18.	Immediately arrange for filling up of vacant posts in the cadre of PACO & MTS in Circle Administrative offices.	Recruitment Rules for the post of PA (CO & RO) are being revised. However, a proposal is moved to operate the old RRs for filling vacant posts in the cadre of PA (CO). Regarding filling up of the posts of MTS in CO / Admn Offices, necessary instructions have already been issued to all Circles in October, 2012 to fill up these posts.	DDG (P)
19.	Promotion of OS to AD (Rectt.).	DPC for 4 AD (Rectt) completed. Item is closed.	Item closed.
20.	Tenure in RMS Head Record offices/Divisional offices.	It was informed by the staff side that the Rajasthan, Delhi and Orissa circles are not following the guidelines. It was decided that the instructions will be reiterated to these circles.	DDG (Estt)
21.	Non-filling of IPO post of Direct recruits in J & K Circle	The Staff Selection Commission, who allocates the candidates for appointment to various Circles as per the preference given by the candidates, has been requested vide letter dated 07/06/2013 to give special consideration to nominate / allocate the candidates of J&K Circle for appointment to the post of Inspector of Posts through Combined Graduate Level Examination in order to ensure that posts do not remain unfilled.	Item closed.
22.	Short drawal of Grade Pay - In case of Pharmacists in P&T Dispensary	There is no case of short drawl of grade pay for pharmacists and the issue has been decided by, Deptt of Expenditure, Implementation Cell and the orders have been circulated to Circles.	Item closed.
25.	Recovery effected from Commutation of pension from Postal pensioners who had proceeded on voluntary retirement during the period from 1.1.2006 to 31.8.2008.	DoPT order no. 38-37/2008-PNPW(A) dated 10-12-2009 in this regard have been re-circulated to Circles.	Item closed.
26.	Grant of Grade Pay of Rs. 1800 to Group D/MTS who retired/ expired from service after 31.08.2008 without having been imparted training.	The issue is referred to Ministry of Finance, Department of Expenditure.	DDG (Estt)

27.	Fixing norms for Postmen work	The norms were formulated after scientific work study by IWSU in 2008. Since five years have already lapsed, it was decided to conduct another study by Departmental Officials or by a third party to review the postmen norms. This decision was taken in a meeting held on 02/08/2013 under the chairmanship of Member(P).	DDG (Estt)
28.	Performing double duty by Postmen on Double Duty Allowance Basis.	The Fixed Monetary Compensation to delivery staff for performing duty of an absentee Postman by combination of duties has been revised vide this office Order No.10-7/2001-PE.II dated 24/11/2010.	Item closed.
29.	Provisioning of 10% LR.	Clear instructions will be issued by Establishment Division to all circles.	DDG (Estt)
30.	Irregular commutation of LR strength.	This item is closed in view of item 29.	Item closed.
31.	Fixing standard operating procedures and uniform code and rules for all Postal Training Centers.	It was informed to the staff side that this issue has been resolved and the staff side was also apprised of this.	Item closed.
32.	Upgradation of pay as per sixth CPC to Group 'C' cadre in response to Group 'D' Selected under blind quota.	It was decided that a training module will be developed for the visually handicapped in the Directorate within a period of two months and circulated to all circles for compliance.	DDG (Training)
33.	Implementing online facility for all Postal employees having General Provident Fund (GPF) Account to get information regarding their GPF accounts directly from the internet.	The matter has already been addressed in the CSI RFP.	Item closed.
34.	Supply of updated Postal Manuals, Volumes and Reference books to all offices.	The concerned Divisions have been reminded vide letter No.9-13/94-PF (pt.iv) dated 08/07/2013 for furnishing the material for printing / uploading of Postal Manuals, in the official website. The action will be completed within a period of three months.	DDG (Estates & MM)

35.	Bifurcation of Bastar and Raigarh divisions in Chattisgarh Circle.	(a) Baster Division: As no matching savings have been provided by the Circle Office for creation of additional posts, the proposal for bifurcation of Baster Division to create Kankar Division is found not feasible in view of ban on creation of Plan / Non- Plan posts by Ministry of Finance. (b) Raigarh Division: The circle has been asked to provide matching savings for creation of posts required for the proposed Sarguja Division after bifurcation of Raigarh Division. It has also been asked to furnish the financial implications involved in bifurcation of Raigarh Division.	This part of the item is closed. DDG (Estt)
39.	Review of work load in Business Office.	It was decided that a report will be called for from the circles about the expenditure incurred and the revenue gained.	CGM(MB&O)
42.	(i) Timely supply of uniform and issue of Kit Card.	It was decided that the instructions will be issued once again to all Heads of Circles for timely supply of uniform to eligible postal employees. The staff side was also informed to take up the matter at circle level. Issue of Kit Card: The Directorate has called for the comment from all heads of the circles to explore possibility for issue of kit card on 03/06/2013. Reply received from the circles so far is in favour of the issue of kit card to the postal employees, hence it was decided to agree to the proposal and further necessary action may be initiated.	DDG (Estates & MM)
43.	Downgradation of HSG II AHRO post in Maharashtra Circle	The proposal will be examined by the Establishment Division.	DDG (Estt)

The meeting ended with a vote of thanks to the chair.

**NATIONAL COUNCIL JCM ON PENSIONARY
MATTERS
MINUTES OF MEETING HELD ON 28.05.2013
WITH THE REPRESENTATIVES OF STAFF SIDE**

F. No. 42/7/2013-P&PW(G)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Pension & Pensioners' Welfare
3rd Floor, Lok Nayak Bhavan,
Khan Market, New Delhi - 110003

Dated : 12th June, 2013

OFFICE MEMORANDUM

Subject : Minutes of the meeting held on 28.5.2013 with the representatives of Staff Side, National Council JCM on pensionary matters.

The undersigned is directed to enclose herewith a copy of minutes of the meeting held on 28.5.2013 with the representatives of the Staff Side, National Council JCM on pensionary matters under the chairmanship of Secretary (Pension, AR&PG) in Room No. 310, Lok Nayak B Khan Market, New Delhi for information/ necessary action,

Enclosure: As above.

Sd/-
(Sujasha Choudhury)
Dy. Secretary (P)

DEPARTMENT OF PENSION AND PENSIONERS' WELFARE

MINUTES OF THE MEETING WITH THE REPRESENTATIVES OF STAFF SIDE, NATIONAL COUNCIL JCM ON PENSIONARY MATTERS UNDER THE CHAIRMANSHIP OF SECRETARY (PENSION, AR&PG) ON 28.5.2013 AT LOK NAYAK BHAWAN, NEW DELHI

Secretary (Pension, AR&PG) chaired a meeting with the representatives of Staff Side, National Council JCM on 28.5.2013 to discuss various issues relating to pension and other retirement benefits. The list of participants is at Annexure-I. Secretary (Pension, AR&PG) welcomed the participants and appreciated the contributions of the pensioners in the overall development of their respective organisation.

2. The meeting started with a discussion on the Action Taken Report on the minutes of the meeting held on 6.11.2012 as per details given below:

(i) Ex-gratia payment to SRPF/CPF beneficiaries who retired other than on superannuation, i.e. voluntary retirement and medical invalidation cases.

Department of Expenditure has given clearance for deletion of clause 'c' of para 2 of OM dated 22.3.2004 which prohibits grant of ex-gratia payment to those retired from service other than superannuation. With this, CPF beneficiary who have retired voluntarily and on medical grounds after 20 years of service will also be granted ex-gratia. It was decided that this agenda item will be closed after issue of a revised OM by the DOP&PW. Ministry of Railways will also issue similar orders.

Action DOP&PW and Ministry of Railways

(ii) Raising quantum of ex-gratia to CPF retirees on the lines of SRPF

The latest status of the case was intimated to the JCM. After the issue of orders by this Department, consequent to the decision of Cabinet the item may be dropped.

Action : DOP&PW

(iii) Abnormal delay in the issue of revised PPO to Pre - 2006 retirees, pensioners / family pensioners.

(i) It was intimated that the Department had taken the following initiatives like (a) allowing change in date of birth of spouse, (b) use of certain documents as proof of date of birth of spouse, (c) inclusion of present postal address and mobile and telephone number in the life certificate

(d) use of e-scroll for extracting information from banks' database. (e) revision of PPOs even in cases where date of birth/age of spouse is not given in the PPO or this information is not available in the office records for speedy revision of PPOs.

(ii) As a result, the number of pending revision cases for civil pensioners has come down from 2,54,467 in August, 2012 to 74,000 as on April, 2013 as per information given by the CPAO on the basis of e-scrolls.

(iii) However, amendment in calculation of revised pension, vide OM dated 28.1.13, has necessitated issue of revised authority in all cases, as indicated in OM dated 13.2.13.

Secretary (Pension, AR&PG) stated that record/information of many pensioners are not available with the Departments, which is hampering further progress and the Pensioners Associations should come forward to help the departments in reaching out to the pensioners/family pensioners. He further stated that Secretaries of various Departments have been requested to review the issue of revision of PPO in the fortnightly/monthly meetings.

Railways stated that in case of pre 2006 pensioners advertisement has been issued. Matter was taken up with RBI to issue notification to all banks Out of 10.89 lakh such cases, 5.46 have been issued revised P.P.Os. Meetings are generally held at various levels. 30th September, 2013 has been set as the target date for disposal of these cases. The progress is being reviewed every month. It has also been decided to take up the revision of PPOs suo-moto rather than waiting for an application from the pensioner. The said letter is under issue. Secretary (Pension, AR&PG) desired that the same may be issued by 15th June, 2013. Secretary, Pension desired that necessary changes in systems may be made if that would facilitate the pension sanction and payment processes in the Railways. The present pension authorisation is decentralised in the Railways, Secretary, Pension also stated that he will write to the Chairman, Railway Board in this matter.

CGDA, Ministry of Defence intimated that they hope to complete the exercise by 30th September, 2013.

Action : CPAO, Ministry of Railways,

Ministry of Defence & DOP&PW

(iv) Fixation of Revised Pension (1/3 of commuted portion of Pension) in respect of Government servant who had drawn lump sum payment on absorption - revision by multiplying pre revised pension by a factor of 2.26

CAT, Hyderabad Bench, vide its order dated 22.4.2013, has directed, to pass an order for revision of pension of absorbed pensioner's. The Staff Side was informed that the matter was under examination in consultation with Department of Expenditure.

(v) Commutation of Pension(a) Revision of old/ new commutation table and

(b) Restoration of commutation period to be reduced from 15 to 12 years.

It was explained that the matter of revision of old/new commutation table was discussed with Department of Expenditure.

It was observed that this issue should be considered by the next pay commission.

JCM intimated that by the new commutation table, the restoration of the commuted portion is completed by 11 years because interest rate is at 8% unlike the old table wherein the restoration period was after 15 years because interest rate was taken at 4.75%. Department of Expenditure stated that issue for this old/new commutation table can be studied only by a specialised body and hence could be looked into by the IRDA. However, these are larger issues for which a holistic view needs to be taken by a body like the Pay Commission. However, the matter may be referred to Department of Expenditure.

(vi) Family pension to divorced/Widowed/ Unmarried daughter of a Government Servant.- Difficulty faced by them in getting family pensionsanctioned.- Life Time Arrear.

JCM did not raise any specific point in this regard. In fact, it was mentioned by the JCM members that the legal view on the issue of nomination of life time arrear of family pension is that since he/she has not earn the family pension he/she also can not have the right to nominate. As such, the matter may be dropped.

(vii) Payment of arrear pension/family pension on account of revision of pension family pension with effect from 1.1.2006- Specific of bank in Chandrapur.

It was informed that the matter was taken up with CPPC, Mumbai (SBI), who informed that the payment to pensioners is being made and there is no such case where pension has not been revised as per 6th CPC. Hence the matter may be dropped.

(viii) Payment of Pension to the spouse of pensioners through S.B. account opened jointly with spouse - Problem in SBI.

CPAO has informed that necessary instructions in this regard have been issued to all CPPCs with the direction to bring the contents to the notice of all paying branches. CPAO was requested to give a copy to the 3C1v1. It was decided to drop the matter.

3. The representatives of 3CM also desired the status of eight agenda items sent by Shri Shiva Gopa I Mishra, General Secretary, AIRF which were not included may also be intimated clearly. This may be informed to him separately.

4. After above discussion on **Action Taken Report on the minutes of meeting dated 6.11.2012**, fresh agenda items were taken for discussion which are as under:

(i) Equitable Gratuity under Rule 50 of Pension Rules. Slabs are too wide leading to disparity. Rule 50 of Pension Rules provide the following death gratuity to the family of the deceased Government servant.

Sl.No.	Length of service	Rate of death gratuity
1.	Less than one year.	2 times of emoluments.
2.	One year or more but less than 5years.	6 times of emoluments.
3.	5 years or more but less than 20 years.	12 times of emoluments.
4.	20 years or more.	Half month of emoluments for every completed six monthly period of qualifying service subject to a maximum of 33 times of emoluments.

The JCM (Staff Side) has stated that the given at Sl. No. 3 above is not equitable and suggested the following revision: -

3(i)	5 Years or more but less than 11 years	12 times of emoluments.
3(ii)	11 years or more but less than 20 years	20 times of emoluments

This issue was discussed in the JCM meeting. The present slab of death gratuity was introduced w.e.f. from 1.1.1986 and was introduced as per the recommendations of 4th Central Pay Commission, vide this Department No. 2/1/1987-PIC-II dated 14.4.1987. This slab has not be revised since 1986. In between, the 5th and 6th Pay Commission had submitted their reports but no revision had been recommend. After discussions, it was decided that the matter may be examined in consultation with Department of Expenditure.

Action: DOP&PW

(ii) Extension of CS (MA) Rules, 1944 to Central Government Pensioners residing in non-CGHS areas.

The Staff Side demanded that as in the case of serving employees, the CS (MA) Rules may be extended to the pensioners also. This would make pensioners in the non CGHS areas entitled for reimbursement of medical expenses. Staff Side also mentioned that Hon'ble Supreme Court has dismissed some SLPs and allowed reimbursement of medical examination of pensioners, in accordance with CS(MA) Rules.

The representative from Ministry of Health informed that the proposal for extension of CS (MA) Rules 1944 to Central Government pensioners was not agreed to in view of huge financial implications. In regard to the dismissal of SLP filed by Department against order of courts/tribunals for grant of medical benefits in individual cases, Ministry of Health has filed a review petition in Supreme Court. It was also informed that Ministry of Health is contemplating Health Insurance Scheme on pan India basis keeping special focus on the non CHGS areas. This is expected to solve the problems of pensioner's living in non CGHS areas. The item was treated as closed.

(iii) Grant of modified parity with reference to the Revised Pay Scale corresponding to pre revised Pay Scale of the post from which an employee had retired - upgraded pay scale instead of normal replacement scales.

The JCM suggested that upgraded revised pay scales may be notionally extended and used for pension fixation instead of normal replacement scales.

It was informed that after the 5th Pay Commission also modified parity was allowed with reference to replacement pay scales and not with the upgraded pay scales. This decision of Government was also upheld by Supreme Court in its judgement dated 23.11.2006 in the CA No. 3173-3174/2006 & 31883190/2006 (K. S. Krishna Swamy Vs. UOI). In the 6th CPC the same principle has been followed in view of above. It was informed that it would not be possible to reopen this issue. Therefore, the item may be closed.

5. The meeting ended with a vote of thanks to chair.

Source: <http://www.airfindia.com>

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।

11th Meeting of Postal Services Staff Welfare Board (PSSWB) held on 16-05-2012

Government of India
Ministry of Communications & IT
Department of Posts
Dak Bhawan

No. 1-01/2009-WL/Sports (Vol-II)

New Delhi, the 19th March, 2013

To
All Heads of Postal Circles

**Subject : 11th Meeting of Postal Services Staff Welfare Board (PSSWB) held on 16-05-2012 -
regarding**

Sir/Madam,

I am directed to inform you that in the 11th Meeting of Postal Services Staff Welfare Board held on 16-5-2012 under the Chairmanship of Hon'ble Minister of State for Communication & IT the following decisions have been taken which are conveyed as under :-

(i) Item No. 2 - Timely allotment of Funds under Welfare :

It was decided to release funds on priority to those Circles whose accounts duly audited by P&T Audit are received in time. In the case of Circles, which delay submission of duly audited accounts by P&T Audit, funds will be released in the second installment.

(ii) Item No. 3 - Enhancement of powers for grant of financial assistance in case of prolonged illness/major surgical operations :

The matter regarding enhancement of powers of Heads of Circles for grant of financial assistance in case of prolonged illness/major surgical operations to postal employees/Gramin Dak Sewaks/full time and part time casual labourers was discussed. In this regard the matter has been decided as under :

- (a) In case of Gramin Dak Sevaks, the limit of Rs. 5000/- which is being observed for grant of financial assistance for prolonged illness/major surgical operations circulated vide this office Letter No. 19-3/2010-WL/Sports dated 13-1-2011 has now been raised and the competent Authority is pleased to enhance the same to Rs. 10,000/-.

- (b) All the cases for grant for financial assistance under this category applicable to both regular employees as well as GDS, will be considered by a Circle Level Committee the composition of which will be as under :

COMPOSITION OF CIRCLE LEVEL COMMITTEE	
Chief PMG	Chairman
DSP (HQ)	Member-I
DAP	Member-II

(iii) Item No. 4 - Enhancement of immediate death relief :

The matter regarding enhancement of immediate death relief to the family/dependents on the death of postal employees and Gramin Dak Sevaks/full time and part time casual labourers was considered. In this regard a reference is invited to this office Letter No. 1-3/99-WL/Spts dated 1-6-2000 vide which grant of financial assistance in case of death under various circumstances had been circulated. Thereafter as per this office Letter No. 2-1/2001-WL&Sports dated 26-4-2002 the amount in respect of death due to accident while on duty had been raised to Rs. 7000/-. All other things remaining unchanged, it has now been decided to raise the limit from existing Rs. 7000/- to Rs. 10,000/- as under :

Details	Existing Provision	Revised Provision
Death due to accident while on duty	Rs. 7,000/-	Rs. 10,000/-

(iv) Item No. 5 - Enhancement of financial assistance under Education Schemes :

The matter regarding enhancement of financial assistance under Education Scheme was considered. In this regard your kind attention is invited to this office Letter No. 13-1/93-WL/Sports dated 20th May 1993 and Letter No. 1-19/97-WL&Sports dated 17-9-1997 regarding grant of educational assistance to the children of postal employees. Accordingly the following decisions were taken in this regard :

- (a) It was decided to increase the existing amount of scholarships both for technical and non-technical courses by 25%.
- (b) It was agreed to increase the amount of book award to Gramin Dak Sevaks by 25%. However, the grant of book award to regular employees of the Department was dropped as this facility is now a component under CEA being granted for school education.

Thus the enhancement will be as under :

	Details	Existing Provision (No. 1-19/97- WL&Sports Dated 17-9-1997)	Revised Provision	Amount
(a)	IIT, AIIMS and IIM	Rs. 300/- p.m.	25%	Rs. 375/- p.m.
(b)	Technical Educational			
	(i) Degree	Rs. 225/- p.m.	25%	Rs. 280/- p.m.
	(ii) Diploma	Rs. 150/- p.m.	25%	Rs. 190/- p.m.
(c)	Non-Technical Degree BA/BSc./B.Com/Degree in Fine Arts	Rs. 120/- p.m.	25%	Rs. 150/- p.m.
(d)	ITI Certificate Courses	Rs. 750/- p.a.	25%	Rs. 940/- p.a.
(e)	Book Awards for Technical Education (for GDS Only)	Rs. 450/- p.a.	25%	Rs. 560/- p.a.

As regards the issue of revision of pay ceiling for grant of Scholarship in the context of MTS where both husband and wife are working is under examination and decision will be conveyed separately. Therefore, all other terms and conditions remain the same.

(v) Item No. 6 - Introduction of Scholarship for Post Graduation :

The matter has been examined and it has been decided to grant scholarship for all technical courses at Post Graduation level on par with graduate courses. In this regard your kind attention is also invited to this office Letter No. 13-1/93-WL/Sports dated 20th May 1993 and Letter No. 1-19/97-WL&Sports Dated 17-9-1997 regarding grant of educational assistance to the children of postal employees.

Scholarship for Technical Courses Existing Provision	Scholarship for Technical Courses Revised Provision
Up to Graduate Level	Upto Post Graduate Level

(vi) **Item No. 28 - Raising the distance limit for Excursion Trip :**

The matter regarding raising of the present limit of 500 kms for Excursion Trips has been examined. In this regard a reference is invited to this office Letter No. 19-2/90-WL&Sports dated 11-7-1990 regarding enhancement of the limit of excursion trips. Accordingly, it has been decided to raise the limit of existing 500 kms for Excursion Trip to 700 kms. Thus the position will now be as under :

Existing Provision	Revised Provision
500 kms.	700 kms.

It has also been decided that not more than one officially sponsored Excursion Trip will be arranged in a financial year.

2. The minutes of the meeting of Postal Services Staff Welfare Board held on 16-05-2012 stand circulated vide this office communication of even number dated 11th June, 2012.
3. These Orders will come into force with immediate effect. Past cases will not be reopened.

Yours Sincerely
Sd/-
(MADHURI DABRAL)
Director (WL & Sports)

Copy to :

- (i) All Members of Postal Sports Board.
- (ii) Secretary General, FNPO/NFPE/BPEF
- (iii) Secretaries, Circle Sports Boards.
- (iv) Secretary, Postal Services Board
- (v) Business Development Directorate
- (vi) Postal Life Insurance, Directorate
- (vii) Rafi Ahmed Kidwai, National Postal Academy
- (viii) All Postal Training Centres
Saharanpur/Vadodara/Mysore/Madurai/Darbhanga/Guwahati
- (ix) NIC with the request for uploading on the website of India Post under the heading Welfare & Sports.

Membership Verification of Associations/Union

Government of India
Ministry of Communications & IT
Department of Posts

Dak Bhawan, Sansad Marg,
New Delhi-110001.

No. 13/01/2010-SR (PT.II)

Dated the 10th January, 2014

To

1. All Heads of Postal Circles.
2. All Postmasters General.
3. Director of Postal Staff College, Ghaziabad (UP).
4. CGM, PLI Directorate, Chanakyapuri PO, New Delhi
5. CGM, BD&M Directorate, Dak Bhawan, New Delhi.
6. DDG (PAF)/Chief Engineer (Civil)/ADG (Admn.), Deptt. of Posts.
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 : Membership of Associations/Unions-Regarding.

Sir/Madam,

All India Postal Employees Union Postmen & MSE/Group-D has submitted a representation requesting clarification between change of Membership and verification of Membership. To straighten the record, it may be clarified that employees can change their options for membership once every April in each year on a simple application and the Membership verification may be done once in five years on the prescribed form to be filled by each member for the purpose. In this connection, it is reiterated that the instructions circulated by the Directorate vide letter of even number dated 28-2-2010 may be followed.

Yours faithfully,
Sd/-

(Arun Malik)

Director (SR & Legal)

Copy for information to : General Secretary, All India Postal Employees
Union Postmen Employees Union Postmen & MSE/Group 'D', 17/3-D,
Type-III, P&T Quarters, Kali Bari Marg, New Delhi-110001.

Membership Verification of Associations/Union

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

Dak Bhawan, Sansad Marg,
New Delhi-110001.

No. 13/01/2010-SR (PT.II)

Dated the 10th February, 2014

To

1. All Heads of Postal Circles.
2. All Postmasters General.
3. Director of Postal Staff College, Ghaziabad (UP).
4. CGM, PLI Directorate, Chanakyapuri PO, New Delhi
5. CGM, BD&M Directorate, Dak Bhawan, New Delhi.
6. DDG (PAF)/Chief Engineer (Civil)/ADG (Admn.), Deptt. of Posts.
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 : Membership of Associations/Unions-Regarding.

Sir/Madam,

I am directed to refer to this Department's letter of even number dated 10th January, 2014 on the above mentioned subject and to say that the instructions vide the above said letter relating to the change of their options by employees for membership once every April in each year on a simple applications stands withdrawn. In this connection, it is reiterated that earlier instructions circulated by the Directorate on the subject may be followed till fresh instructions are issued.

Yours faithfully,

Sd/-

(Arun Malik)

Director (SR & Legal)

Copy for information to : All recognized Federations/Unions.

कर्नल कमलेश चन्द्र

सदस्य (कार्मिक)

डाक सेवा बोर्ड

Col Kamlesh Chandra

Member (Personnel)

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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



MESSAGE

I am happy to hear of the 19th All India Conference of the National Union of Postal Employees (Postmen & Group-D/ Multi Tasking Staff Group-C) being held in Tiruchanur during 2-4 June 2014. I wish the deliberations all success and hope there will be positive outcomes.

(Kamlesh Chandra)

Member (Personnel)

19 May 2014

Government of India
Ministry of Communications & IT
Department of Posts
(Pay Commission Cell)

To

All Heads of Postal Circles
All GMs/Directors of Postal Accounts

No. 1-20/2008-PCC

Dated : 04 Nov. 2013

Subject : Application of provisions of Para 5 of Annexure to OM on MACPS in case of officials covered by TBOP/BCR/ACP Schemes vis-a-vis Para 6.2 of Annexure to OM on MACPS dated 18-09-2009.

The issue of application of Para 5 vis-a-vis Para 6.2 of Annexure I to DoPT OM No. 35034/3/2008-Estt (D) dated 19th May 2009 circulated under this Directorate OM No. 4-7/(MACPS)/2009-PCC dated 18th Sep 2009, has been examined in consultation with DoPT (the Nodal Department). The nodal department observed that Para 6.2 speaks about the cases where financial upgradation had been granted to Government servants in the next higher scale in the hierarchy of their cadre as per provisions of the ACP Scheme of 1999 but as a result of implementation of 6th CPC recommendations, the next higher post in the hierarchy of the cadre had been upgraded by granting a higher grade pay, the pay of such employees with reference to higher grade pay granted to the post. The issue has accordingly been considered in this Directorate in consultation with Integrated Finance Wing.

2. In supersession to orders contained in this Directorate Letters No. 1-9/2008-PCC dated 15-01-2009, No. 1-20/2008-PCC (Pt) dated 06-09-2010 and clarification issued under Para 4 & 5 of this Directorate Letter No. 1-20/2008-PCC (Pt) dated 18-07-2011, the application of Para 5 & 6.2 of Annexure I to DoPT OM No. 35034/3/2008-Estt (D) dated 19th May 2009 circulated under this Directorate OM No. 4-7/(MACPS)/2009-PCC dated 18th Sep 2009 will be governed as under:-

(a) Cases where there is no defined promotional hierarchy :

Pay will be fixed in such cases as on 1-1-2006 strictly in accordance with provisions of CCS (RP) Rules, 2008 and the officials due for financial upgradation during the period from 1-1-2006

to 31-8-2008 will be allowed the notified pay bands with grade pays/corresponding pay bands with grade pays with reference to pre-revised pay scales or the pay bands with next higher grade pays as the case may be. With the introduction of MACPS effective from 01-09-2008, their admissibility of financial upgradation may be reviewed on 01-09-2008 with reference to promotions/financial upgradation earned applying provisions of Para 5 of Annexure I to MACPS. Thereafter, the provisions of the MACPS as mentioned in Annexure I to MACPS will come into play. As an example, in respect of erstwhile Group D conferred TBOP prior to 01-01-2006 in pay scale of Rs. 2610-4000, their pay will be fixed on 01-01-2006 in the grade pay of Rs. 1800 and on getting BCR between 01-01-2006 and 31-08-2008, they will be granted grade pay of Rs. 1900 with 3% fixation benefit corresponding to the pre-revised BCR scale of Rs. 3050-4590 and the official becomes entitled to 2nd and 3rd financial upgradation as the case may be under MACPS with effect from 01-09-2008.

(b) Cases where there is defined promotional hierarchy :

Pay will be regulated in accordance with para 6 of Annexure-I to MACPS in cases where the pay scales of the promotional posts were upgraded as a result of implementation of the 6th CPC. In cases where the pay scales of the promotional posts were not upgraded they will be allowed the corresponding pay band with grade pay as admissible with reference to pre-revised pay scales of the promotional posts as admissible under ACP Scheme of August, 99. TBOP/BCR/ACP are available during the period between 01-01-2006 and 31-08-2008 only in the revised scales which have been provided corresponding to the pre-revised TBOP/BCR/ACP scales in the defined promotional hierarchy. If there is no such corresponding revised scale provided on account of merger of pre-revised scales, then officials are eligible for financial upgradations only under MACPS under grade pay hierarchy vide clarification No. (3) of DoPT OM No. 35034/3/2008-Estt (D) dated 09-09-2010.

3. The cases of officials retired/died on or after 01-01-2006 but before 01-09-2008 and conferred the benefits of TBOP/BCR/ACP in conformity with Para 4 & 5 of this Directorate letter dated 18-07-2011 shall not be reopened. However, financial implication resultant to implementation of this clarification should be furnished to this Directorate for further necessary action with details of each case in a separate annexure. Circles will wait for Directorate's instructions regarding recovery, if any.

This issues with the approval of the competent authority.

Sd/-

(Surender Kumar)

Assistant Director General (GDS/PCC)

Welcome Home

CHQ is pleased to note and intimate that all our brothers those who had left us in the past have returned and joined us again. We welcome them all wholeheartedly and assure them that CHQ will do all the best for them.

Shri Subhash Chaudharyji, Vice Chairman of Postal RMS Employees Bank, Ambala, Shri Subesingh, Ex-Dy. General Secretary, CHQ and Shri Trilokchand, Divisional Secretary, Delhi GPO alongwith more than 200 followers with them joined our National Union of Postmen Group 'D'/MTS at Delhi Circle in April 2014.

Due to some misunderstanding created by some culprits in the past they were compelled to leave us, but now they all came to know the truth and have come back to us.

CHQ assures them that their prestige will be maintained at all Union level and they will get the impartial treatment. CHQ also request all of them to be aware of false propaganda by vested interested persons.

CHQ is working day and night for the upliftment of members of Staff of Postman Group 'D' MTS cadre and therefore our membership is increasing day by day throughout the Country. Your cooperation is our strength.

Only to create mob of people is not our motto.

Our effort is to change the present situation.

- T.N. Rahate

लौट कर आने वालों का स्वागत

CHQ को यह बताते हुए बहुत खुशी हो रही है कि हमारे दिल्ली सर्कल के कुछ साथी जो किसी कारणवश हमसे दूर चले गये थे वे आज लौट आये हैं। जिन लोगों ने हमारे भाइयों को मजबूर किया था कि वे नैशनल यूनियन को छोड़ दें वे आज निश्चित ही पछता रहे होंगे कि माला के अनमोल मोती फिर से माला में पिरो दिये गये हैं।

हमारे साथी श्री सुभाष चौधरीजी, वाइस चेयरमैन, Postal RMS कर्मचारी बैंक, अंबाला, श्री सूबेसिंह, पूर्व Dy. GS CHQ एवं श्री त्रिलोकचंद, डिवीजनल सेक्रेटरी, दिल्ली GPO अपने 200 से ज्यादा साथियों के साथ नैशनल यूनियन में अप्रैल 2014 में वापस आ गये हैं।

CHQ इन सभी दोस्तों का तहेदिल से स्वागत करता है। उन्हें विश्वास दिलाता है कि उन सभी के मान-सम्मान में कोई कमी नहीं आयेगी। CHQ उन सभी के प्रति आदर भी व्यक्त करता है कि उन्होंने नैशनल यूनियन में जुड़कर उनकी यूनियन के प्रति जागरूकता का परिचय दिया है।

मित्रो हम आपको विश्वास दिलाते हैं कि हमारा संगठन कर्मचारियों के हित के लिए लामबद्ध है तथा उन पर किसी भी प्रकार का कोई अन्याय प्रशासन की ओर से होने नहीं दिया जायेगा।

हमारी ओर से निवेदन है कि आप गलतफहमियों से दूर रहें, झूठे प्रचार पर ध्यान न दें। लोगों को हमारी एकता से भय लगता है और वे हमारे बीच रहकर हमारे पीठ पीछे हमारे खिलाफ झूठा प्रचार करते रहते हैं।

CHQ दिन रात कर्मचारियों के हित के लिए कार्यरत रहकर सभासद संख्या में बढ़ोत्तरी कर रहा है। आपका सहयोग ही CHQ की ताकत है।

सिर्फ हंगामा खड़ा करना हमारा मकसद नहीं।

हमारी कोशिश है ये सूरत बदलनी चाहिए।

- टी.एन. रहाटे

Details of General Secretary Letters to DG/Secretary (P) and Department of Posts, All Circle and other Departments from the year April 2012 to October 2013

April 2012 to October 2012

Please refer for all the letters dated from April 2012 to October 2012 published in the report during CWC Ludhiana, for details. The CWC was held on 23rd to 25th November 2012.

November 2012 to April 2013

Please refer for all the letters dated from November 2012 to April 2013 published in the report during CWC Ahmedabad for details. The CWC was held on 30th May to 1st June 2013

May 2013 to October 2013

Please refer for all the letters dated from May 2013 to October 2013 published in the report during CWC Jabalpur for details. The CWC was held on 28th to 30th November, 2011.

November 2013 to May 2014 General Secretary Letters to DG/Secretary (P) and Department of Posts

1. NU/P-IV/Conversion of Post/Delivery & Despatch PA/1/2013 dt. 25-11-2013. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject** : Request for **conversion of post** of PA Delivery and Despatch PA in to Postman cadre.
2. FNPO/MACP/2013 dt. 26-11-2013. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject** : Request for grant of MACP by ignoring TBOP/BCR as per ACP formula.
3. FNPO/MH/GRP/2/2013 dt. 12-12-2013. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject** : Request for vigilance enquiry of irregular promotion from SDI to ASP - Case of Shri G.R. Patil officiating Supdt. of Post Offices, Ratnagiri Division, Maharashtra Circle.
4. FNPO/MH/GRP/2013 dt. 12-12-2013. **Reminder 1.** To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject** : Request for vigilance enquiry of irregular promotion from SDI to ASP - Case of Shri G.R. Patil officiating Supdt. of Post Offices, Ratnagiri Division, Maharashtra Circle.
5. FNPO/MP/Jabalpur/2013 dt. 26-12-2013. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject** : **Request for allotment of required funds to MP Circle and all other Circles.**

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6. FNPO/P-IV/MH/Umbrella/2013 dt. 26-12-2013. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Request for vigilance enquiry from Directorate and recovery of amount irregularly paid for purchase of faulty umbrella - Case of Maharashtra Circle in the year 2012.
 7. NU/P-IV/CWC/Resolution/1/2013 dt. 28-12-2013. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Resolution passed at CWC of NU P-IV, CHQ held at Jabalpur - **Case of filling up all vacant and L/R posts of Postman, Group 'D'/MTS.**
 8. NU/P-IV/CWC/Resolution/2/2013 dt. 28-12-2013. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Resolution passed at CWC of NU P-IV, CHQ held at Jabalpur during 28th November to 30th November 2013 - **Case of supply of Uniform and increase of stitching charges.**
 9. NU/P-IV/CWC/Resolution/3/2013 dt. 28-12-2013. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Resolution passed at CWC of NU P-IV, CHQ held at Jabalpur during 28th November to 30th November, 2013 - **Case of Compassionate Appointment.**
 10. NU/P-IV/CWC/Resolution/4/2013 dt. 28-12-2013. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Resolution passed at CWC of NU P-IV, CHQ held at Jabalpur during 28th November to 30th November, 2013 - **Case of Postmen Beat Rotation.**
 11. NU/P-IV/CWC/Resolution/5/2013 dt. 28-12-2013. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Resolution moved by Karnataka Circle, in CWC of NU P-IV, CHQ held at Jabalpur during 28th November to 30th November, 2013 - Case of cancellation of IInd Delivery of Karnataka.
 12. NU/P-IV/CWC/Resolution/6/2013 dt. 28-12-2013. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Resolution passed at CWC of NU P-IV, CHQ held at Jabalpur during 28th November to 30th November, 2013 - **Case of LGO Examination.**
 13. NU/P-IV/CWC/Resolution/7/2013 dt. 28-12-2013. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Resolution passed at CWC of NU P-IV, CHQ held at Jabalpur during 28th November to 30th November, 2013 - **Case of non-filling of vacant post of Sorting Postman/MO/CO at Karnataka Circle**
 14. NU/P-IV/CWC/Resolution/8/2013 dt. 28-12-2013. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Resolution passed at CWC of NU P-IV, CHQ held at Jabalpur during 28th November to 30th November, 2013 - **Case of Staff Quarters.**
 15. NU/P-IV/CWC/Resolution/9/2013 dt. 28-12-2013. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Resolution passed at CWC of NU P-IV, CHQ held at Jabalpur during 28th November to 30th November, 2013 - **Case of creation of new postal Divisional called Bangalore North in Karnataka Circle.**

16. NU/P-IV/CWC/Resolution/10/2013 dt. 28-12-2013. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Resolution passed at CWC of NU P-IV, CHQ held at Jabalpur during 28th November to 30th November, 2013 - **Case of CGHS Dispensaries.**
17. FNPO/Jharkhand/A.K. Sinha/1/2014 dt. 18-2-2014. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Regarding unjustified and **illegal interference** in the matter of frequent transfer of **Shri Ajoy Kumar Sinha** on the same post of Accountant at Giridih HO time and again by Circle Administration of **Jharkhand Circle.**
18. NU/P-IV/Postman/Beat Measurement/4/2014 dt. 20-2-2014. **Reminder 1.** To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Kind Attention : Ms Anju Nigam, DDG (SR & Legal),** 4th Floor, Dak Bhawan, New Delhi-110001. **Subject :** Non-implementation of Orders of **Chief General Manager, Mail Business, (CGM (MB))** issued above 1½ years to all CPMG/PMG in R/O review of all delivery offices for postmen posts taking into consideration of **measuring foot beat of Postmen and finalisation of review** and declaration of additional justified posts of Postmen/MTS **intimated to the Directorate.**
19. NU/P-IV/Postmen Issues/10/2014 dt. 20-2-2014. To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Kind Attention : Ms. Anju Nigam, DDG (SR & Legal),** Department of Posts, Dak Bhawan, New Delhi-110001. **Subject :** Request to modify DG Order No. DGP&T 31-38/79-PE-I dated 22-5-1979 (Postman Norms Letter No. 9-1/2005-WSI/PE-I (Establishment Division) dated 5th Feb. 2010.) Case of Postman Post Justification Norms.
20. NU/P-IV/Postman/Beat Measurement/4/2014 dt. 20-2-2014. **Reminder 1.** To The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Kind Attention : Ms Anju Nigam, DDG (SR & Legal),** 4th Floor, Dak Bhawan, New Delhi-110001. **Subject :** Non-implementation of Orders of **Chief General Manager, Mail Business, (CGM (MB))** issued above 1½ years to all CPMG/PMG in R/O review of all delivery offices for postmen posts taking into consideration of **measuring foot beat of Postmen and finalisation of review** and declaration of additional justified posts of Postmen/MTS **intimated to the Directorate.**
21. NU/P-IV/19th AIC/05/2013-14 dt. 01-04-2014. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject :** 19th AIC & CWC of NUPE Postmen & Group 'D'/MTS in Tirupati (A.P. Circle) at **Akhila Bharatha Bhakta Markandeya Padmasaliya Annasatram, Renugunta Bypass Road, Thiruchanur, Tirupati-517503 from 1st June and 2nd to 4th June, 2014.**
22. NU/P-IV/19th AIC/20/2012-14 dt. 02-04-2014. To, The Secretary, Dept. of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject :** 19th AIC & CWC of NUPE Postmen & Group 'D'/MTS in Andhra Pradesh Circle at **Akhila Bharatha Bhakta Markandeya Padmasaliya Annasatram, Renugunta Bypass Road, Thiruchanur, Tirupati-517503. From 2nd to 4th June, 2014.**

23. FNPO/Funds/Incentive/PLI/RPLI/3/2014 dt. 15-05-2014. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Request for allotment of Funds **for incentive of PLI/RPLI** Maharashtra Circle and all other Circles.
24. FNPO/DA/CL&CP/4/2014 dt. 15-05-2014. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Non-payment of revised DA Rate** - Case of contingency paid and casual labours in Maharashtra Circle.
25. NU/P-IV/Illegal Upgradation/GDS to MTS/Lucknow/2/2013-14 dt. 24-1-2014. **Reminder 1.** To The DDG (VO), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Illegal action in approval of upgradation from GDS to MTS - Case of Shri Vivek Kumar Shukla, GDS Packer, Nigohan PO Lucknow (UP Circle) - reg.**
26. No./AIC/ Ladies convention/ 2014 Date:-20-04-2014 To, All CHQ Office Bearers & All Circle Securities. Sub-: Holding of Ladies convention of AIC Tirupati on 2nd June 2014.
27. FNPO/ NPS To Old Pension Scheme/ 1/2013-14 Date:-20-04-2014 To, The Secretary (P) Deptt of Posts, Dak Bhawan Sansad Marg, New Delhi - 110001. Sub-: Placement of candidates from NPS (New Pension Scheme) to old pension scheme CCS (Pension) Rule-Reg.
28. NU P-IV/ TBOP-BCR-ACP/ Scheme/2/2014 Date-22/04/2014 To, Smt. P. Gopinath. Secretary (P), Dak Bhawan Sansad Marg, New Delhi-110001. Sub-: Request to keep the order no.1-2-0/2008 PCC dt 4th Nov 2013 held in abeyance case of application of provision of Para 5 of Annexure to OM on MACP in case of officials covered by TBOP/ BCR/ACP schemes vis-a-vis para 6.2 of Annexure to OM on MACP dt 18.09.2009.
29. FNPO/Advance increment/ Superannuation/2014 Date:- 06/05/2014 To, The Secretary (P), Deptt of Posts, Dak Bhawan Sansad Marg, New Delhi-110001. Sub-: Request for grant of advance increment to officials retiring after 60 years of age.
30. FNPO/ Issues of NUGDS/1/2014 Date:- 07/05/2014 To, The Secretary (P), Deptt of Post, Dak Bhawan Sansad Marg, New Delhi-110001. (Kind attention Director SR & Legal), Sub-: Gramin Dak Sevak issues being taken up by federations. Ref-: Your office letter no 16-9/2014 SR dated 5th March 2014.
31. FNPO/Post office /Treasury/Insurance/2014 Date:- 07/05/2014 To, The Secretary (P), Deptt of Post's Dak Bhawan Sansad Marg, New Delhi - 110001. Sub-: Insurance policy for every Post office Treasury maximum cash balance amount.
32. FNPO/NPS To Old Pension Scheme/1/2013-14 Date:- 07/05/2014 To, The Secretary (P) Deptt of posts, Dak Bhawan Sansad Marg, New Delhi-110001 Sub-: Placement of candidates from NPS (New Pension Scheme) to old pension scheme CCS (Pension) rule-reg.
33. FNPO/Gujrat/Vadodara/2014 Date :- 15-05-2014. To, The Secretary (P), Dept of Posts. Dak Bhawan Sansad Marg ,New Delhi 110001. Sub:- Request for independent and impartial inquiry- case of misbehavior with union office Bearers of Gujarat-circle at vadodara Regional office.

34. FNPO/EXM/Basic amenities/2014 Date:- 15-05-2014 To, The Secretary (P), Dept of Posts Dak Bhawan Sansad Marg, New Delhi 110001. Sub: - Requested to provide basic amenities- case of places of various examinations.
35. NU/P-IV/Principal Bench CAT/2013 dt. 26-11-2013. To Smt. P. Gopinath, Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Request to stop abolition of 2/3 post of Postmen MTS for the year 2005-2008.
36. NU/P-IV/ dt. -11-2013. To Smt. P. Gopinath, Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** . **Ref.:** .
37. NU/P-IV/ dt. -11-2013. To Smt. P. Gopinath, Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** . **Ref.:** .
38. FNPO/MH/GRP/2013 dt. 26-11-2013. To Smt. P. Gopinath, Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Request for vigilance enquiry of irregular promotion from SDI to ASP - Case of Shri G.R. Patil officiating Supdt. of Post Offices, Ratnagiri Division, Maharashtra Circle.
39. NU/P-IV/Conversion of Post/Delivery & Despatch PA/2/2013 dt. 13-1-2014. **Reminder 1.** To Smt. Padmini Gopinath, Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Request for **conversion of post** of Delivery PA and Despatch PA in to Postman cadre.
40. NU/P-IV/Separation of MR/2/2013 dt. 13-1-2014. **Reminder 1.** To Smt. Padmini Gopinath, Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject : Government of India, Finance and DOPT's clear Order to reduce the expenditure, but the MHC (CPMG) is increasing the expenditure. Case of Maharashtra Circle, in Mumbai Region.**
41. FNPO/TC/Child Care Leave/1/2014 dt. 29-1-2014. To Smt. P. Gopinath, Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Request for simplification for grant of **Child Care Leave to Female Employees as per their need.**
42. FNPO/J&K/Tax/PLI-RPLI/2014 dt. 30-1-2014. To Smt. P. Gopinath, Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Payment of Tax on Postal Life Insurance and RPLI Services to J&K State.
43. NU/P-IV/UP/Illegal Upgradation/1/2014 dt. 15-2-2014. **Reminder 2.** To Smt. P. Gopinath, Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Illegal action in **approval of upgradation from GDS to MTS** - Case of Shri Vivek Kumar Shukla, GDS Packer, Niogaham PO Lucknow, UP Circle.
44. NU/P-IV/Invitation, AIC/10/12-14 dt. 10-04-2014. To, Smt. P. Gopinath, Secretary (P), Dept. of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. _ To, Smt. P. Gopinath, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Request of allotment of Funds to Delhi Circle - Case of non-payment of Outsider Bill and OTA Bills of Postman/MTS Cadre of Delhi (E) Division, Krishna Nagar HPO-110051.

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45. FNPO/UP/Kanpur City/SSPOs/2014 dt. 05-05-2014. To, Smt. P. Gopinath, Secretary (P), Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Request for transfer of SSPOs, **Kanpur City Division and Conduct Director Level VO enquiry** Case of partial treatment to members of National Union
 46. FNPO/PAOA/1/2013 dt. 26-11-2013. To Shri Arun Malik, Director SR, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016. **Subject :** Amendment to the Constitution of A.I.P.A.O.A.
 47. NU/P-IV/Invitation, AIC/11/12-14 dt. 10-04-2014. To, Shri Kamlesh Chandra, Member (P), Dept. of Posts, Dak Bhawan, New Delhi-110 001. **Invitation**
 48. NU/P-IV/Invitation, AIC/12/12-14 dt. 10-04-2014. To, Shri Kamlesh Prasad, Member (O), Postal Board, Dak Bhawan, Sansad Marg, New Delhi-110 001.
 49. NU/P-IV/Invitation, AIC/13/12-14 dt. 10-04-2014. To, Smt. Kaveri Banarjee, Member (Technology), Postal Board, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Invitation**.
 50. NU/P-IV/Invitation, AIC/14/12-14 dt. 10-04-2014. To, Shri Shekhar Kumar Sinha, Member (HRD), Postal Board Dak Bhawan, Sansad Marg, New Delhi-110 001. **Invitation**.
 51. NU/P-IV/Invitation, AIC/18/12-14 dt. 10-04-2014. To, Smt. Kalpana Tiwari, Member (Planning), Postal Board, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Invitation**.
 52. NU/P-IV/18th AIC/AP/19/2012-2014 dt. 10-04-2014. To, Smt. Anjali Devasar, Member (PLI), Postal Board, Dak Bhawan, Sansad Marg, New Delhi-110001. **Invitation**.

Andhra Pradesh Circle

1. FNPO/Memorandum of Problems/22nd Circle Conf./AP Circle/1/2013 dt. 26-11-2013. To the Chief Postmaster General, Andhra Pradesh Circle, Hyderabad-500001. **Subject :** Memorandum for various problems of Postal staff including GDS submitted on behalf of National Union branches Tenali and Guntur Division.
2. NU/P-IV/CHQ/AIC/2013 dt. 6-12-2013. To Shri Gulam Rabbani, Circle Secretary, AP Circle, Hyderabad GPO-500001. **Subject :** Holding of next AIC at Tirupati in Andhra Circle.
3. NU/P-IV/GDS Exam/2014 dt. 29-1-2014. To Shri K. Raju Babu, Circle President, NUPE P-IV, AP Circle at Akkyapalem PO, Visakhapatnam-530016. **Subject :** Demand for grace mark - Case of GDS Examination for promotion to Postmen MTS Cadre.
4. FNPO/P&T Dispensary/Visakhapatnam/2014 dt. 29-1-2014. To The Chief Postmaster General, AP Circle, Hyderabad. **Subject :** Request for suitable action against **lady doctor P. Swarna Latha Rao** - Case of P&T Dispensary, Visakhapatnam.

Delhi Circle

1. NU/P-IV/Delhi Circle Conference/*2/2013-14 dt. 26-1-2014. To The Chief Postmaster General, Delhi Circle, New Delhi-110001. **Subject :** Request for supply of **copy of report of Departmental Observer** who has attended Delhi Circle Conference of NUPE P-IV on 8-1-2014. **Ref.:** Your Office Letter No. CO/3-3-2A/04-Pt-1 Dt. 12-2-2014.
2. NU/P-IV/Delhi CC/2014 dt. 01-04-2014. To, The Chief Postmaster General, Delhi Circle, Meghdoot Bhawan Link Road, New Delhi-110001. **Subject :** Delhi Circle Conference, Postmen, Group 'D'/MTS **Ref.:** 1. Your Office Letter No. CO/3-3-2A/OG-Pt-1 Dated 12-2-2014.
3. NU/P-IV/Delhi CC/Adhoc Body/*4/2014 dt. 08-04-2014. To, The Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, Link Road, New Delhi-110001. **Subject :** Formation of **Adhoc Body for Delhi Circle Union Branch of NUPE Postmen & Group 'D'/MTS.** **Ref.:** This Union's Letter Numbers - 1. NU/P-IV/Delhi CC/*1/2010 Date 13-01-2014; 2. NU/P-IV/Delhi CC/*2/2010 Date 29-01-2014; 3. NU/P-IV/Delhi CC/*3/2010 Date 01-04-2014.
4. NU/P-IV/Delhi CC/Adhoc Body/5/2014 dt. 05-05-2014. To, The Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, Link Road, New Delhi-110001. **Subject :** Formation of Adhoc Body for Delhi Circle Union Branch of NUPE Postman and Group 'D'/MTS. **Ref.:** This Union's letter of even numbers dated 13-1-2014, 29-1-2014, 1-4-2014 and 8-4-2014.
5. NU/P-IV/Redirection/2/2014 dt. 15-05-2014. To, The Postmaster, Civil Lines PO, Delhi-110054. **Subject :** Request for **re-direction of Regd. and Speed Post articles** to my Mumbai address given below.

Gujarat Circle

1. NU/P-IV/Gujarat/SP Bhuj/2014 dt. 29-1-2014. To The Chief Postmaster General, Gujarat Circle, Khanpur, Ahmedabad-380001. **Subject :** Request for Vigilance Enquiry - Case of misconduct and misbehaviour of **Shri N. Prakasa Rao, SPOs, Bhuj.** **Ref.:** Circle Secretary, NU P-IV, Gujarat Circle, Letter No. NU/PE P-IV dt. 4-1-2014.
2. NU/P-IV/Gujarat/SP/Dely./Sunday/3/2014 dt. 29-1-2014. To The Chief Postmaster General, Gujarat Circle, Khanpur, Ahmedabad-380001. **Subject :** Request to discontinue holiday duty for **Speed Post delivery** in Ahmedabad City Division and Ahmedabad GPO. **Ref.:** Circle Secretary, Gujarat, NUPE P-IV, Letter No. NU/PE P-IV/dated 7-1-2014.

Haryana Circle

1. NU P-IV/ Haryana/ Add Staff/ 2014 Date:- 07/05/2014 To, Chief General Manager, Mail Business Deptt of Posts Dak Bhawan Sansad Marg, New Delhi-110001. Sub:- Request for allotment of 168 additional posts of Postman & 15 additional Posts of GDS for Haryana circle. Ref:- Chief PMG Haryana circle letter no Mails/ minutes of HOC/ General dt 07-2013

Karnataka Circle

1. NU/P-IV/Karnataka/Chitradurg/2014 dt. 29-1-2014. To The Chief Postmaster General, Karnataka Circle, Bangalore-560001. **Subject :** Request for enquiry from **Vigilance Officer of Circle Office** - Case of harassment by SPOs, Chitradurga to FNPO Union representatives on dated 17-12-2013.
2. NU/P-IV/K.C.C./2/2014 dt. 1-2-2014. To The Chief Postmaster General, Karnataka Circle, Bangalore-560001. **Subject :** Approval from CHQ to newly elected Circle Body of NUPE P-IV, UP Circle - Conference held on 19th to 21st January, 2014.

Kerala Circle

1. FNPO/2014 dt. 10-04-2014 To, 1. Shri Johny Joseph, General Convenor of Circle Conferences of FNPO & Postal Asstt., PU NA LUR HO, Pathanamthijja Division; 2. Shri Johnson Avokkaran, Circle Secretary, NAPE Group C and General Convenor - FNPO and A P M Trichur HPO-680001. **Subject :** Circle Conference of FNPO Affiliated Unions of Kerala Circle scheduled to be held during the month of May 2014.
2. NU/P-IV/Palakkad/K.V. Devan/2014 dt. 10-04-2014. To, Shri K.V. Devan, Secretary, NUPE P-IV, Palakkad. **Subject :** Request to help FNPO by withdrawing support to AIPGDS Union in Kerala Circle.

Maharashtra Circle

1. FNPO/Rule 38/VLC/North/2013 dt. 26-11-2013. To The Postmaster General, Mumbai Region, Old GPO Bldg., Mumbai-400001. **Subject :** Request for consideration of Rule 38 - Transfer Case of Shri V.L. Chole, PA, Andheri PO, Mumbai-400053 to Latur, Osmanabad Division, Aurangabad Region.
2. FNPO/परीक्षा/भारवाहक-मेल प्यून/फॉरेन पोस्ट/1/2013 dt. 26-11-2013. प्रति, अनंत पाटील, सर्कल सचिव, फॉरेन पोस्ट (Foreign Post), महाराष्ट्र सर्कल, विदेश डाक भवन, बॅलार्ड इस्टेट, मुंबई-400001. **विषय :** भारवाहक MTSची Mail Peon MTS मध्ये परीक्षा घेण्याबाबत. **संदर्भ :** पत्र क्र. 55/2013 दिनांक 11-11-2013.
3. NU/P-IV/Due Certificate/Confirmation/PMJ/Deonar/1/2013 dt. 26-11-2013. To Sr. Accounts officer, DA(P), Nagpur, PA-IV Section, Nagpur-440001. **Subject :** Confirmation of HBA amount and due certificate to the official - Case of P.M. Joshi, Group 'D', T.F. Deonar PO, Mumbai-400088, Mumbai City N/E Division, Mumbai. **Ref.:** A/CHR/Acctt/PMJ/Gr-D/HBA Ledge Copy/12/-13 dtd. 14-5-13.
4. NU/P-IV/Rule 38/KPG/2013 dt. 25-11-2013. To The Chief Postmaster General, Maharashtra and Goa Circle, Mumbai-400001. **Subject :** Request for consideration of **Rule 38 Transfer**. Case of Shri Kaduba P. Gawle, SPM, Regi Mages Goa to Aurangabad division.
5. NU/P-IV/Review of Postman beats/IT Park/Pune/1/2013 dt. 25-11-2013. To The Postmaster General, Pune Region, Pune-411001. **Subject :** Request for review of Postman Beats as per CGM (MB) DG's Order measuring Beat by foot - Case of IT Park PO-411057, Pune and Pune City East Division and Solapur Division and in Pune Region.

6. NU/P-IV/IT Park/2013 dt. 25-11-2013. To The Postmaster General, Pune Region, Pune-411001. **Subject :** Request to provide permanently 1st floor of SPM Quarters of IT Park PO Building for Postmen delivery staff and **supply of chairs** and table to Postmen.
7. NU/P-IV/PCNT PO/2013 dt. 25-11-2013. To The Postmaster General, Pune Region, Pune-411001. **Subject :** Request to provide **space for Postman Staff** at PCNT PO Pune-411044 and provision of **letter sorting - Case of Postmen Table**.
8. NU/P-IV/MH/MND/Agitation/2013 dt. 9-12-2013. To Shri Col. K.C. Mishraji, IPS, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject :** Request for vigilance enquiry in fraud case of Kangthi BO a/w Dharmabad SO under **Nanded Division**. **Ref.:** Item No. 8 of Charter of Demand discussed in the meetings held on 27-8-13 in the chamber of Supdt. of Posts, Nanded with representatives of JCA.
9. FNPO/Thane (C)/GDS Apptt./Vehloli BO/2011/2013 dt. 12-12-2013. To The Chief Postmaster General, Maharashtra and Goa Circle, Mumbai-400001. **Subject :** Request for issue of regularization Memo in case of so called irregular appointment of Shri Sunil Narayan Dhawre, GDS MD, Vehloli BO, Thane (C) Division. **Ref.:** 1. RO Mumbai, Memo No. MR/Estt./Irregular Appt./Vehloli BO/2011 dt. 2-7-2013; 2. SSPOs, Thane Central Letter No. A2/Review/Vehloli BO/2011 dt. 9-7-2013; 3. ASPOs, Ambernath, Letter No. ASP/Amb Sub Dn./Termination/S.N. Dhawre/2013 dt. 29-7-2013.
10. FNPO/MH/GDS/Thane (C)/2013 dt. 12-12-2013. To The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Request for cancellation of Termination Order - Case of Shri S.N. Dhaware, GDS MD, Vehloli BO via Shahapur PO-421601. **Ref.:** Your Office Memo No. MR/Estt./Irregular Appt./Vehloli BO/2011 dt. 2-7-2013.
11. FNPO/MH/Yeotmal/2013 dt. 12-12-2013. To Shri Col. K.C. Mishraji, (VSM), The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject :** Misbehavior from Superintendent of Post Yeotmal with representatives of NAPE Union, class III, Yeotmal Division.
12. FNPO/MH/GDS/Thane (C)/2013 dt. 12-12-2013. To The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Request for cancellation of Termination Order 0 Case of Shri S.N. Dhaware, GDS MD, Vehloli BO via Shahapur PO-421601. **Ref.:** Your Office Memo No. MR/Estt./Irregular Appt./Vehloli BO/2011 dt. 2-7-2013.
13. NU/P-IV/Due Certificate/Confirmation/PMJ/Deonar/2/2013 dt. 20-12-2013. To Shri H.C. Agarwal, Postmaster General, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Confirmation of HBA Amount and due certificate to the official - Case of P.M. Joshi, Group 'D', T.F. Deonar PO, Mumbai-400088, Mumbai City N/E Division, Mumbai. **Ref.:** A/CHR/Acctt/PMJ/Gr-D/HBA Ledger Copy/12/-13 dtd. 14-5-13.
14. NU/P-IV/Apptt. Gr. 'D' MTS/GDS Quota/2/2013 dt. 21-12-2013. To The Postmaster General, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Appointment in Group 'D' MTS 75% Quota from GDS - Case of Smt. Kanchan K. Mane, GDS, Goavandi PO, Mumbai-88, Mumbai City North East Division, Mumbai.

15. FNPO/MH/Abolition/Post/2013 dt. 26-12-2013. To Shri Col. K.C. Mishraji, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject : Request for cancellation of irregular abolition of posts of Postman of Promotional Quota of MTS and GDS.**
16. FNPO/GDS Provisional Appointments/2/2013 dt. 13-1-2014. **Reminder 1.** To Shri H.C. Agarwal, Postmaster General, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Request for issue of regular appointment orders of GDS staff appointed on provisional basis and those worked for more than three years continuous service. Case of Mumbai Region (specially Thane West and Thane Central Division and Other Division).**
17. NU/P-IV/Abolition/2013-14 dt. 13-1-2014. To The Chief Postmaster General, Maharashtra and Goa Circle, Mumbai-400001. **Subject : Abolition of Group B, C & D, posts of annual direct recruitment plans for the year 2005, 2006, 2007 and 2008 under the scheme of optimisation of direct recruitment vacancies. Ref.: Your Office Memo No. Estt/7-1/Abolition/2012 dated 1-3-2013.**
18. NU/P-IV/Abolition/2013-14 dt. 13-1-2014. To The Chief Postmaster General, Maharashtra and Goa Circle, Mumbai-400001. **Subject : Abolition of Group B, C & D, posts of annual direct recruitment plans for the year 2005, 2006, 2007 and 2008 under the scheme of optimisation of direct recruitment vacancies. Ref.: Your Office Memo No. Estt/7-1/Abolition/2012 dated 1-3-2013.**
19. NU/P-IV/Pandharpur/MACP/SVA/2013 dt. 24-1-2014. To Shri S.R. Meena, IPS, Postmaster General, Pune Region, Pune-4110001. **Subject : Request for grant of IIIrd MACP to Shri S.V. Agawane, Head Postman, Pandharpur HO.**
20. NU/P-IV/Pune/2014 dt. 24-1-2014. To Shri S.R. Meenaji, Postmaster General, Pune Region, Pune-411001. **Subject : Best Wishes for Happy New Year 2014.**
21. NU/P-IV/Apptt. Gr. 'D' MTS/GDS Quota/2/2013 dt. 24-1-2014. **Reminder 1.** To Shri H.C. Agarwal, The Postmaster General, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Appointment in Group 'D' MTS 75% Quota from GDS. Case of Smt. Kanchan K. Mane, GDS, Govandi PO, Mumbai-88, Mumbai City North East Division, Mumbai.**
22. NU/P-IV/GPO/MTS/2014 dt. 24-1-2014. To The Director, Mumbai GPO, Mumbai GPO Old Bldg., 1st Floor, Mumbai-400001. **Subject : Filling up 100% vacant post of MTS for year 2009 to 2013 at Mumbai GPO.**
23. FNPO/MH/Rule 38 Tfr/Sarang G.S./2014 dt. 24-1-2014. To The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject : Request for consideration of Rule 38 Transfer - Case of Shri Girish Sheshrao Sarang, PA, Delisle Road PO, Mumbai City West Division to Beed Division, Aurangabad Region with own cost in accordance with GOI Order No. F.No. 38034/9/2009-Estt dt. 30-9-2009 (Posting of husband and wife at the same station).**

24. NU/P-IV/Principal Bench CAT/2/2013-14 dt. 29-1-2014. To The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject :** Regarding to stop abolition of **2/3 vacant posts** of Postmen and MTS for the year 2005 to 2008 and if already abolished it may be restored. **Ref.:** Your Office Letter No. Union/26-3/P-IV/2013 (46) dt. 27-11-2013 / 5-12-2-13; 2. APG (SPN), Letter No. 66-24/2013-SPB-1, New Delhi dt. 13-12-13.
25. NU/P-IV/CRC/GBK/2014 dt. 29-1-2014. To The Chief Postmaster General, Maharashtra and Goa Circle, Mumbai-400001. **Subject :** Request for reconsideration for appointment on Compassionate Ground - **Case of Shri Jitu B. Khavdizode**. **Ref.:** Your Office Letter No. RE/4-3/03/07 dt. 16-11-2012.
26. FNPO/MH/Raigad/N. Shirke/2/2014 dt. 15-2-2014. To Shri H.C. Agarwalji, The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Request for grant of 80% medical advance amount - Case of **Ku. S.N. Shirke, daughter of Shri Nilesh Shirke, Postman, Alibaug HO, Raigad Division.**
27. FNPO/MH/NM/Shilphata/Abolition/2014 dt. 18-2-2014. To Shri P.R. Bisoijee, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject :** Irregular and unjustified **abolition of two post of Postman** - Case of **Shilphata PO of Navi Mumbai Division.**
28. NU/P-IV/Outsource/Dely./2014 dt. 18-2-2014. To The Chief Postmaster General, Maharashtra and Goa Circle, Mumbai-400001. **Subject :** **Engaging Outsourced Delivery Personnel (ODP) for delivery work in needy Postal Divisions of Mumbai Region..**
29. NU/P-IV/Separation of MR/3/2013 dt. 20-2-2014. **Reminder 1.** To Shri P.K. Bisoijee, Chief Postmaster General, Maharashtra and Goa Circle, Mumbai-400001. **Subject :** **Government of India, Finance and DOPT's clear Order to reduce the expenditure, but the MHC (CPMG) is increasing the expenditure. Case of Maharashtra Circle in Mumbai Region.**
30. NU/P-IV/Abolition/2/2014 dt. 20-2-2014. To Shri P.K. Bisoijee, Chief Postmaster General, Maharashtra and Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Request for issue of cancellation Memo in R/O Abolition of Postman and MTS Posts and restore the abolished vacant post (2005 to 2008) immediately. **Ref.:** 1. Your Office Letter No. Estt/7-1/Abolition/2012 dated 1-3-2013; 2. Directorate Letter No. 25-12/2008-PE-I dated 19-11-2012.
31. FNPO/MH/Casual Labour/T.J. Sathe/5/2014 dt. 20-2-2014. To Shri P.K. Bisoijee, Chief Postmaster General, Maharashtra and Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Continuous engagement as Casual Labourer (Outsider). **Ref.:** Chief PMG, Maharashtra Circle, Mumbai. (1) Letter No. Estt/PR/9-6/2008-09 dt. 6-11-2012 and even No. dt. 16-11-2012; (2) Estt/PR/9-6/2008-09 dt. Mumbai-1 the 12-12-2013.
32. FNPO/Implementation of Order/Man/Ichalkanji/2/2014 dt. 24-2-2014. To Shri Charles Lobo, Postmaster General, Goa Region, Goa-403001. **Subject :** Implementation of the contents of the Order No. 45-2-2011-SPB-I dated 27th January, 2011 by DDG (P) - Case of **Shri Madhukar Annasaheb Nakate, Sweeper, Ichalkaranji, HO, Kolhapur.**

33. NU/P-IV/Mercy Petition/BSB/1/2014 dt. 26-2-2014. To The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject : Mercy Petition** submitted by **Shri B.S. Bhalerao, Ex-P.A., Nasik HO** addressed to Hon'ble President of India.
34. NU/P-IV/BPC Dadar/EPP/BNPL Sale/8/2013 dt. 4-3-2014. **Reminder 1.** To Shri P.K. Bisoijee, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject : Request for disciplinary action against Shri Raghunath Bambarde and Shri N.V. Satam, Supervisor and Mail PA Dadar BPC and others with recovery of Rs. 1,89,000/- as directed by Circle/RO RIC Team and Directorate, Delhi. Case of Dadar BPC, Mumbai City East Division.**
35. FNPO/CRC/SVH/2014 dt. 6-3-2014. To The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject : Request for appointment on Compassionate Ground - Case of Shri Ajay Harne S/o Late Shri S.V. Harne, Ex-Postman, Badlapur (E) PO. Ref.: Your Office Letter No. RE/4-3/29/2013 dt. 29-1-2014.**
36. NU/P-IV/MR/Thane (W)/2014 dt. 01-04-2014. To, The Postmaster General, Mumbai Region, Mumbai-400001. **Subject : Pending problems of Thane (W) Division.**
37. NU/P-IV/Goa/RDA/Postman/2014 dt. 01-04-2014. To, Shri P.K. Bisoijee, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject : Request for consideration of Transfer Under Rule 38 - Case of Shri Rajendra Dayal Achrekar, Postman, Panjim HO to Sindhudurg Division.**
38. FNPO/NU GDS/Pandharpur/2014 dt. 01-04-2014. To, The Postmaster General, Pune Region, Pune-411001. **Subject : Request for issue of sanction of combine duty - Case of Shri D.S. Lokhande, GDS Packer, Mahud SO, Pandharpur.**
39. NU/P-IV/Mumbai Society/2014 dt. 01-04-2014. To, Shri S.K. Bisoi, IPS, Chairman Mumbai Co-op Society and Chief Post Master General, Maharashtra & Goa Circle, Mumbai-400001. **Subject : Request for grant of amount from Welfare Fund - Case of Shri L.M. Shelke at Navle Post Sangulwadi Ty Vaibhavwadi Dist Sindhudurg.**
40. NU/P-IV/Misc./2014 dt. 01-04-2014. प्रति, श्री राजेश कुमार सैनी, पोस्टमैन, जे.बी. नगर PO, मरोल नाका मिलटरी रोड, अंधेरी (पूर्व), मुंबई-400059. **विषय : Transfer Under Rule 38 महाराष्ट्र से राजस्थान सर्कल.**
41. NU/P-IV/MH/Thane/1/2014 dt. 11-04-2014. To, Shri P.K. Bisoijee, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject : Request for immediate transfer of Shri Prakash Shewale, SSPOs, Thane (C) Division out of Mumbai Region.**
42. NU/P-IV/Outsource/Dely./3/2014 dt. 15-05-2014 To, Shri P.K. Bisoijee, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject : Engaging outsourced delivery personnel (ODP) for delivery work in needy Postal Division of Mumbai Region. Ref.: Your Office Letter No. Estt./Union-FNPO/Corr./2014 dated 16-4-2014.**
43. No/NUP-2/MR/2014 DATE : 06/04/2014 To, Shri P.K. Bisoijee Chief Postmaster General Maharashtra & Goa Circle Mumbai 400001 Sub. : Request for special meeting to discuss burning issues of Mumbai Region and Maharashtra circle.

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44. NUPIV/NAVI Mumbai/2014 Date 10.04.2014 To, Shri. P. K. Bisoijee Chief Postmaster General, Maharashtra & Goa Circle, Mumbai - 400001. Sub: - Agitation Programme of hunger strike of Navi Mumbai Division.
 45. NUPIV/NAVI Mumbai/2014 Date -11.04.2014 To, Shri. P. K. Bisoijee Chief Postmaster General, Maharashtra & Goa Circle, Mumbai - 400001. Sub: - Agitation Programme of hunger strike of Navi Mumbai Division.
 46. NU/ P-IV/ GRP/ Ratnagiri/ 3/2013-14 Date:-20-04-2014 To, Shri. P. K. Bisoijee. Chief Postmaster General, Maharashtra & Goa Circle, Mumbai 400001. Sub:- Requesting for action against Shri. G. R. Patil Ratnagiri for purposely delayed the promotion of Shri. V. S. Lingayat Postman MIDC Ratnagiri PO.
 47. NU - P IV/ GRP/ CO/ Vigilance/ 2014 Date:-20-04-2014 To, The Chief Postmaster General Maharashtra & Goa Circle, Mumbai - 400001. Sub:- Request for vigilance inquiry from circle office case of irregular promotion from SDI to ASP & ASP to SP of Shri G. R. Patil SPO's Ratnagiri.
 48. NCS P-IV/ NP/ MMS/ TMT/ 2014 Date:-20-04-2014 To, Shri. Guptajee Postmaster General (MMS), Maharashtra & Goa Circle, Mumbai-400001. Sub:- Transfer of Shri. T. M. Thaukar BPM Kapsi BO, Kalmana market so, Nagpur city Division to Mail Motor Service Nagpur.
 49. NUPE P-IV/ Surplus post/ 2014 Date:- 20-04-2014 To, Shri. H. C. Agarwal Postmaster General, Mumbai Region, Mumbai-400001. Sub:- Request to keep the orders held in abeyance case of surplus post of Postman; result of special review taken in June 2013.
 50. NU/ P-IV/ GRP/ Ratnagiri/ 2/2013-14 Date:-20-04-2014 To, Shri. P. K. Bisoijee. Chief Postmaster General, Maharashtra & Goa Circle, Mumbai - 400001. Sub:- Request for action against Shri. G. R. Patil Ratnagiri Sup dt of post Ratnagiri case of irregular vague replies to agenda items of monthly meeting of NU P-IV Ratnagiri division.
 51. FNPO/ MR bill/ CSK/2014 Date:- 22/04/2014 To, The Postmaster General, Mumbai Region, Mumbai-400001. Sub:- Short payment of M/R bill case of Shri. C.S. Kadam retired SPM LBSNE college P.O. Mumbai city east division.
 52. NU P-IV/ Thane (W)/GKP/2014 Date:-22/04/2014 To, Shri. P. K. Bisoijee Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. Sub:- Request for consideration of Rule 38 transfer case of Shri. G. K. Pawar gr D MTS Miraroad (E) P.O Thane (W) division to Mumbai city (E), PSD Mumbai or Mumbai city (W) division.
 53. NO/FNPO/MH/Yeotmal/2014 Date:-22/04/2014 To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. Sub:- Request to stop harassment by Shri. S.P. Ghantode SPO'S Yeotmal to members of NAPE GR"C" Yeotmal division.
 54. NU P-IV/ AIC/ SPLCL/ 2014 Date-14/04/2014 TO, The Chief Postmaster General Maharashtra & Goa Circle Mumbai - 400001. Sub:- Request for grant of special casual leave to delegates attending AIC being held during 2nd to 4th June 2014 at Tirupati (AP)

55. NU P-IV/ Mumbai GPO/MACP/Arrears/2014 Date:- 07/05/2014 To Shri. V. V. Satyanarayan Reddy, The Director, Mumbai GPO Mumbai 400001. Sub:- Non-drawal of arrears of MACP case of Postman Staff Mumbai GPO.
56. FNPO/MH/NPMFL/GDS/2014 Date:- 06-05-2014 To, The postmaster General, Nagpur Region, Nagpur. Sub:- Non drawal of TRCA as per work load case of Shri.S.S.Pawar GDS saoli Dongergaon. Ref:-The SPOS Nagpur MFL division letter no H/Revision of allows/ GDS/2013 dt.27.11.2013.The ASPOS North sub division Gondia letter no ASP/North/change of none cloture/2012 dt 16.11.2012.
57. FNPO/GDS/CRC/2014 Date:- 13/05/2014 To, Shri P. K. Bisojee, Chief Postmaster General, Maharashtra & Goa circle, Mumbai - 400001. Sub:- Componsanate appointment case of Shri. Deepak Vijay Kawte R/O Gale P.O Dahe Tq- wada dist -Thane.
58. NU/ P-IV/ APPH Gr 'D' MTS/ GDS Quota/ 2/2013-14 Date:-19/05/2014 To, Shri. P. K. Bisojee, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai - 400001. Sub:- Appointment in Gr "D" MTS 75% quota from GDS case of Smt Kanchan K. Mane GDS Govandi po, Mumbai 88. Mumbai city N/E division Mumbai.
59. NU P-IV/N/W/K L Bamne/2014 Date:- 16-05-2014 To, The Postmaster General, Mumbai Region, Mumbai - 400001. Sub:- Request for posting as sorting postman or stamp vendor case of Shri Kiran Laxman Bamne Postmen Jogeshwari (E). PO
60. NU/P-IV/North/PBT/1/2014 dt. 15-05-2014. To, Shri H.C. Agarwal, Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Request to cancel purposeful Transfer case of **Shri P.B. Tetgure**, Postman, Chakala, MIDC.
61. NU/P-IV/MH/North/NSM/5/2014 dt. 15-05-2014. To, The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Request to stop harassment - Case of **Shri N.S. Mahtre**, Postman, Bandra (W) PO, Mumbai North Division.

Orissa Circle

1. NU/P-IV/Odisha/Sundargarh/2014 dt. 6-3-2014. To The Secretary, National Union of Postal Employees, Postmen Group 'D'/MTS, Sundargarh Division, Sundargarh-770001. **Subject :** Formation of NUPE P-IV Divisional Union at Sundargarh.
2. NU/P-IV/Orissa/Jeyapore HO/2014 dt. .11-04-2014. To, The Chief Postmaster General, Odisha Circle, Bhubaneshwar-751001. **Subject :** Request to keep the Orders **held in abeyance** issued by the SSPOs, Koraput Division vide his **Letter No. A-50/Rlg/Ch-II dated 3-4-2014**.

Tamil Nadu Circle

3. NU/P-IV/Tamil Nadu/CWC/2013-14 dt. 29-1-2014. To The Chief Postmaster General, Tamil Nadu Circle. **Subject :** Request for taking positive action on the Resolution adopted at Circle Working Committee meeting held during **18th to 19th November, 2013**.

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4. NU/P-IV/Chennai City Region/2014 dt. 30-1-2014. To The Postmaster General, Chennai City Region, Chennai-2. **Subject : Unfilled vacancy for TN Circle, Chennai City Region for year 2012 vacancies.**

Uttar Pradesh Circle

1. NU/P-IV/UP/Lucknow/2/2013 dt. 25-11-2013. To The Chief Postmaster General, UP Circle, Lucknow-226001. **Subject : Request to stop harassment of staff members of National Union of Postmen Group 'D'/MTS - Lucknow GPO.**
2. NU/P-IV/Lucknow GPO/2013 dt. 26-11-2013. To The Chief Postmaster General, UP Circle, Lucknow. **Subject : Request for consideration of old age staff of Postmen Cadre for Sorting Work - Case of Lucknow GPO.**
3. NU/P-IV/UP/Lucknow GPO/2013 dt. 26-11-2013. To The Chief Postmaster General, UP Circle, Lucknow-226001. **Subject : Request of disciplinary action against Rakesh Kumar Shukla, Sorting Postman, Lucknow GPO for his demoralize harassment caused to Shri Ajay Prakash Pandey, President NU P-IV and Postman, Lucknow GPO.**
4. NU/P-IV/Lucknow GPO/Change of Membership/1/2013-14 dt. 23-1-2014. To Shri Ashutosh Tripathiji, CPMG, UP Circle, 4, Hazratganj, Lucknow-226001. **Subject : Change of membership from one Union to another Union in the month of April 2013.**
5. FNPO/UP/CRC/R. Mehta/2014 dt. 29-1-2014. To The Chief Postmaster General, UP Circle, Lucknow-226001. **Subject : Regarding request for Compassionate Appointment - Case of Ravikumar Mehta. Ref.: Your Office File No. Rectt/M-5/61/2009/7 dated 21-4-2013.**
6. NU/P-IV/UP/Sarhanpur/2014 dt. 30-1-2014. To The Chief Postmaster General, UP Circle, Lucknow-226001. **Subject : Problems of Sarhanpur Division - Case of National Union of Postal Employees, Postman and MTS.**
7. NU/P-IV/U.P./Moradabad Region/MO/2014 dt. 15-2-2014. To The Chief Postmaster General, U.P. Circle, 4, Hazratganj, Lucknow-226001. **Subject : Request for posting of Mail Overseer on Seniority basis - Case of Shri Mahendra Pal Singh, Postman, Rampur Sub Division, Moradabad Division.**
8. NU/P-IV/Irregularities by Sr. PM/Mathura HO/Agra/1/2013 dt. 24-2-2014. **Reminder 3.** To Shri Ashutosh Tripathijee, Chief Postmaster General, UP Circle, 4, Hazratganj, Lucknow. **Subject : Irregularities by the Senior Postmaster, Mathura HO in treating full day period as 'Dies Non' of 18 Postman Staff of Mathura HO Office for duty performed on 7-1-2013.**
9. FNPO/TSCL/Gr 'D' MTS/2014 dt. 6-3-2014. To Shri Ashutosh Tripathijee, Chief Postmaster General, UP Circle, Lucknow. **Subject : Request for absorption of TSCL Group 'D' in MTS cadre.**

10. NU/P-IV/Irregular Posting/Mail Overseer/Bajana Line/Mathura/2013 dt. 25-3-2014. To The Postmaster General, Agra Region, Agra (UP). **Subject :** Irregularities in the posting of Mail Overseer, Bajana Line, Mathura Division, Agra.
11. NU/P-IV/Irregularities by Sr. P.M./Mathura HO/Agra/1/2014 dt. 05-05-2014. To, Shri Ashutosh Tripathijee, Chief Postmaster General, Uttar Pradesh Circle, Lucknow-1. **Subject :** Regarding irregularities by **Sr. P.M., Mathura HO** in treating full day period as 'Dies Non' of **18 postmen staff for duty performed on 7-1-2013. Ref.:** Your Office Letter No. Union/Misc-Corr/Agra Region/2013 dt. 20-3-2014.

Uttarakhand Circle

1. NU/P-IV/Uttarakhand/2013 dt. 6-11-2013. प्रति, श्री लियाकत अली, सर्कल सेक्रेटरी, नैशनल यूनियन, पोस्टमैन ग्रुप डी/MTS, उत्तराखंड सर्कल, रूड़की HO-247667. **Subject :** उत्तराखंड द्विवार्षिक सर्कल अधिवेशन **अविलंब कराने हेतु.**
2. NU/P-IV/Uttarakhand/Circle Conference/1/2014 dt. 1-1-2014. To Shri Liyakat Ali, Ex-Circle Secretary, NU P-IV, Uttarakhand Circle, Roorki Ho-247667. **Subject :** Non-holding of Circle Conference of NU P-IV, Uttarakhand Circle in time limit.
3. NU/P-IV/Uttarakhand/2/2014 dt. 18-2-2014. To The Chief Postmaster General, Uttarakhand Circle, Dehradun-248001. **Subject :** Approval from CHQ to newly elected Circle Body of NUPE P-IV, UK Circle - Conference held on **7th to 8th February, 2014.**

West Bengal Circle

1. FNPO/WB/GDS/Tamluk/2014 dt. 15-2-2014. To The Chief Postmaster General, West Bengal Circle, Yogayog Bhawan, P-36, CR Avenue, Kolkata-700012. **Subject :** Prolong burning problems - Case of **Tamluk Division, West Bengal.**

General Secretary Letters to the Minister

1. FNPO/GDS/Pay & Pension/2014 dt. 24-1-2014. To Hon'ble Shri Kapil Sibalji, Minister of Communication & IT, Govt. of India, Sanchar Bhawan, New Delhi-110001. **Subject :** Representation made by President Ex-BPM, retired employees Union of Postal Department, **Mandamarri-504231, Dist. Adilabad, AP.**
2. NU/P-IV/FIR/Lodh/TRP/1/204 dt. 29-1-2014. To Shri R.R. Patil (Aba), Hon'ble Home Minister, Maharashtra State, Mumbai-400032. **Subject :** Request for action against person committed offence of abstraction on duty. Postmen case of **beating to Shri P.V. Rewale, Postman, Tank Road PO, Mumbai-400033.**
3. NU/P-IV/FIR/Lodh/TRP/2/2014 dt. 29-1-2014. To Shri Satej Patil, Hon'ble State Minister, Maharashtra State, Mumbai-400032. **Subject :** Request for action against person committed offence of abstraction on duty. Postmen case of **beating to Shri P.V. Rewale, Postman, Tank Road Po, Mumbai-400033.**

General Secretary Letters to Secretary General and General Secretaries

1. NU/P-IV/R.V./April 2014/1/2014 dt. 01-04-2014. सभी ब्रांच / डिवीजनल सेक्रेटारियों से अपील.
विषय : अप्रैल 2014 माह में NUPE P-IV यूनियन और FNPO से नये सदस्यों को जोड़ने के संबंध में.
2. NU/P-IV/R.V./April 2014/1/2014 dt. 01-04-2014. **APPEAL TO ALL BRANCH / DIVISIONAL SECRETARIES.**
3. NU/P-IV/Nomination/RJCM/Gujarat Circle/2014 dt. 30-1-2014. To Shri D. Theagarajan, Secretary General, FNPO, T-24, Atul Grove Road, New Delhi-110001. **Subject : Request for allotment of RJCM Post - Case of Gujarat Circle.**
4. NU/P-IV/19th AIC/AP/09/2012-2014 dt. 10-04-2014. To, Shri D. Theagarajan, Secretary General, FNPO, and General Secretary NU R-III, 10/11, Nalaippar Street, Bharathipuram, Radha Nagar, Chromepet, Chennai-600 044.
5. NU/P-IV/19th AIC/AP/15/2012-2014 dt. 10-04-2014. To, Shri P.U. Muralidharan, General Secretary, NU GDS, Down Hill PO, Malapuram, Kerala-676 519. **Invitation. Subject : Request to attend 19th All India Conference and Open Session on 2nd June, 2014 at 4.00 pm as Special Guest at Tirupati-517503.**
6. NU/P-IV/19th AIC/AP/16/2012-2014 dt. 10-04-2014. To, Shri D. Kishanrao, General Secretary, NAPE-PIII, New Mahavir Nagar, Vikaspuri 10-D, New Delhi-110 001. **Invitation. Subject : Request to attend 19th All India Conference and Open Session on 2nd June, 2014 at 4.00 pm as Special Guest at Tirupati-517503.**
7. NU/P-IV/19th AIC/AP/17/2012-2014 dt. 10-04-2014. To, Shri Ramappa, General Secretary, NU R-IV, 60/61, HRO, RMS, Guntakal-515801. **Invitation. Subject : Request to attend 19th All India Conference and Open Session on 2nd June, 2014 at 4.00 pm as Special Guest at Tirupati-517503.**
8. AIC/ Coopan/ 2014 Date:-20-04-2014, To, All Chq Office Bearers & All circle securities. Sub:- Request remittance of donation coupons of AIC Tirupati.
9. NU P IV/ Addresses/ D/s/ 2014 Date:-20-4-2014 To, The All Circle Secretaries, NUPE P-IV sub:- Mailing list for divisional/ Branch secretaries of NUPE P-IV.
10. FNPO/ Kerla/KJD/2014 Date:- 24.04.2014 To, Shri D. Kishanrao. General Secretary NAPE P-III CHQ. Sub:- Membership of NAPE P-III case of Smt. K.J.Dolimma APM Trivendrum GPO.
11. NU P IV/AIC/2014 Date: 15-05-2014 To, The Chairman, Postal & RMS Employees Co-op Bank, Ambala. Sub :- Request for issue of advertisement & grant of Donation from Postal & RMS employees co-op Bank of Ambala for All India conference of NUPE P-IV.

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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 April 2012 to October 2013

April 2012 to October 2012

Please refer for all the letters dated from April 2012 to October 2012 published in the Report during CWC Ludhiana, for details. The CWC was held on 23rd to 25th November 2012.

November 2012 to April 2013

Please refer for all the letters dated from November 2012 to April 2013 published in the Report during CWC Ahmedabad for details. The CWC was held on 30th May to 1st June 2013

May 2013 to October 2013

Please refer for all the letters dated from May 2013 to October 2013 published in the Report during CWC Jabalpur for details. The CWC was held on 28th to 30th November, 2011.

November 2013 to May 2014 Reply From Secretary (P), Department of Post, Dak Bhawan, Delhi to General Secretary

1. No. 17/9/2005-SR. Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 8th May, 2014. To The Chief Postmaster General, Andhra Pradesh Circle, Hyderabad. **Subject :** Appointment of Election Observer for 19th All India Conference of National Union of Postal Employees Postmen & Group-D MTS Group 'C' at Tirupati, Renugunta Bypass Road, Tiruchanur-517503.
2. No. 16/15/2013-SR, Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 21st March, 2014. **Subject :** Manifold problems of Sahar P&T Colony, Sahar, Mumbai. Case of Maharashtra Circle in Mumbai Region.
3. No. 16/15/2013-SR, Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 21st March, 2014. **Subject :** Manifold problems of Sahar P&T Colony, Sahar, Mumbai. Case of Maharashtra Circle in Mumbai Region.
4. No. 17/09/2005-Sr, Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 24th April, 2014. **Subject :** All India Conference and Central Working Committee Meeting of National Union of Postal Employees, Postmen & Group-D/MTS Group 'C' - in Tirupati

- (AP Circle) at Akhil Bhartiya Annasatkandeya Padmasaliya Annasatram, Tirupati, Renugunta Bypass Road, Tiruchanur-517503 from 1st June and 2nd June to 4th June, 2014.
5. No. 16/15/2013-SR, Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 21st March, 2014. **Subject :** Manifold problems of Sahar P&T Colony, Sahar, Mumbai. Case of Maharashtra Circle in Mumbai Region. **Ref.:** FNPO/Manifold Problems/Sahar P&T Colony/2/2013 dated 26-4-2013.
 6. No. 09-01/2014-SR, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 9th January, 2014. **Subject :** Request for grant of MACP by ignoring TBOP/BCR as per ACP formula.
 7. No. 30-3/2013-11, Date 24-3-2014. Directorate of Postal Life Insurance, Department of Posts, Ministry of Communications and Information Technology, Government of India, Chanakyapuri Post Office Complex, New Delhi-110021. **Subject :** Regarding levying of Sales Tax @10.5% from the Insurants on premia collection in J&K.

Andhra Pradesh

1. No. VIG/VC/18/HR/2014 dated at Hyderabad-01 the 31-1-2014. Department of Posts, India, O/o The Chief Postmaster General, A.P. Circle, Hyderabad-500001. **Subject :** Request for modification of Transfer Order issued by the Senior Supdt. of Post Offices, Nizamabad - Reg. **Ref.:** Your Letter No. NU/P-IV/NZB/Giriraj MO/1/2013 dated 13-1-2014.
2. No. U/3-2/2012/IV dated at Hyderabad-1 the 16-12-2013. O/o The Chief Postmaster General, A.P. Circle, Hyderabad-500001. **Subject :** Memorandum for various problems of Postal Staff including GDS submitted on behalf of National Union branches of Tenali and Guntur Division - Reg. **Ref.:** Your Letter No. FNPO/Memorandum of Problems/22nd Circle Conf./AP Circle/1/2013 dated 26-11-2013.

Karnataka Circle

1. No. AP/16-7/SK Regn/KW Dated at Bangalore-560001, the 4-3-14. O/o The Chief Postmaster General, Karnataka Circle, Bangalore-560001. **Subject :** Stepping of pay cases in Postman cadre of Karnataka Circle. **Ref.:** Your Letter No. NU/P-IV/Stepping of pay/H. Sathish/Tumkur HO KTC/1/2012 dated 15-2-2014 and 17-1-2014.
2. No. AP/16-7/SK Regn/KW Dated at Bangalore-560001, the 19-3-14. O/o The Chief Postmaster General, Karnataka Circle, Bangalore-560001. **Subject :** Stepping of pay cases in Postman cadre of Karnataka Circle. **Ref.:** Your Letter No. NU/P-IV/Stepping of pay/H. Sathish/Tumkur HO KTC/1/2012 dated 15-2-2014 and 17-1-2014.

Maharashtra Circle

1. No. Union/26-2/P-IV/2014 (25) dated at Mumbai-1, the 28-4-2014. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for consideration of Rule 37 or 38 transfer case of Shri G.K. Pawar, Gr. D/MTS, Mira Road (E) PO, Thane (W) Division to Mumbai City (East), PSD Mumbai or Mumbai City (W) Division. **Ref.:** Your Letter No. NU/P-IV/Thane (W)/GKP/2014 dated 22.4.2014.

2. No. Union/26-2/P-IV/2012 (29) Dated at Mumbai-1 the 13-1-2014. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding manifold problem of Sahar P&T Colony, Mumbai-400009. **Ref.:** Your Office Letter No. Dy. No. 16817/MOS (C&IT)/Addl./PS/R/2013 dated 9-5-2013.
3. जीवक क्र. 5783/2014. प्रति श्री टी.एन. रहाटे, नॅशनल युनियन पोस्टल एम्पलॉईज (जनरल सेक्रेटरी), रा.ठी दलवी सदन खुर्शीद स्वेअर, सिविल लाईन, पी अॅण्ड टी कॉलनी, दिल्ली-110054. **विषय :** आपण केलेल्या तक्रार अर्जाबाबत... **संदर्भ :** जा.क्र./मंत्री/गृह/वि.मा. 400009/14 दिनांक 18/3/2014 रोजीचे प्राप्त पत्र.
4. No. Union/26-2/P-IV/2014 (20) dated at Mumbai-1, the 11-4-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for consideration of Transfer Under Rule 38. Case of Shri Rajendra Dayal Achrekar, Postman, Panjim HO to Sindhudurg Division. **Ref.:** Your Letter No. NU/P-IV/Goa/RDA/Postman/2014 dated 1-4-2014.
5. No. Union/26-2/P-IV/2014 (21) dated at Mumbai-1, the 11-4-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for grant of amount from Welfare Fund. Case of Shri I.M. Shelke at Navle Post Sangulwadi Ty. Vaibhavwadi Dist. Sindhudurg. **Ref.:** Your Letter No. NU/P-IV/Mumbai Socity/2014 dated 1-4-2014.
6. No. Union/26-2/P-IV/2013 (78) dated at Mumbai-1, the 23-4-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding prejudice, discriminatory and malevolent action by the local authority against Smt. S.A. Rege, PA, Foreign Post, Mumbai-400001 and sexual harassment. **Ref.:** Your Letter No. FNPO/Foreign Post/SAR/1/2013 dated 9-10-2013 and FNPO/Foreign Post/Arbitrary Harassment/1/2013 dated 18-10-2013.
7. No. Union/26-2/P-IV/2013 (46) dated at Mumbai-1, the 21-4-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding to stop abolition of 2/3 vacant post of Postman and MTS for the year 2005 to 2008 and if already abolished it may be restored. **Ref.:** Your Letter No. NU/P-IV/Principal Bench CAT/2/2013-14 dated 29-1-2014.
8. No. Union/26-2/P-IV/2013 (91) dated at Mumbai-1, the 12-3-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for issue of clarification in R/O neighbouring Division means only Postal Division and not RMS Division in case of filling of vacant post of Postman MTS cadre from GDS and Casual Labour Staff. **Ref.:** Your Letter No. NU/P-IV/Recruitment Postman MTS/2/2013 dated 1-11-2013.
9. No. Estt/Union/FNPO/Corr/2014 dated at Mumbai-1, the 16-4-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Engaging Outsourced Delivery Personnel (ODP) for delivery work in needy Postal Divisions of Mumbai Region.
10. No. Union/26-2/P-IV/2013 (82) dated at Mumbai-1, the 11-3-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding timely attendance of staff in Post Offices/Mail Offices etc. (Punjab Pattern). **Ref.:** Your Letter No. NU/P-IV/Timely Attendance/PO & Mail Offices/1/2013.
11. संख्या : जीआर/Staff-II/Union Items/पणजी, दिनांक 10-3-2014. O/o Postmaster General, Goa Region, Panaji-403001. **विषय :** Implementation of the contents of the Order No. 45-2-2011-SPB-I dated 27th January, 2011 by DDG (P) - Case of Shri Madhukar Annasaheb Nakate, Sweeper, Ichalkaranji HO, Ichalkaranji. **संदर्भ :** FNPO/Implementatio of Order/Man/Ichalkaranji/2/2014 dtd. 24-2-2014.

12. No. Union/26-2/P-IV/2013 (85) dated at Mumbai-1, the 12-3-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for filling up 100% vacant post of Postman MTS for the year 2009 to 2011 and 75% vacant post for the year 2012 and 2013 from GDS and Casual Labour Staff of Maharashtra Circle. **Ref.:** Your Letter No. NU/P-IV/Recruitment Postman MTS/3/2013 dated 1-11-2013.
13. No. Union/26-2/P-IV/2014 (09) dated at Mumbai-1, the 13-3-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding mercy petition submitted by Shri B.S. Bhalerao, Ex-PA, Nasik HO addressed to Hon'ble President of India. **Ref.:** Your Letter No. NU/P-IV/Mercy Petition/BSB/1/2014 dated 26-2-2014.
14. No. Union/26-2/P-IV/2014 (08) dated at Mumbai-1, the 12-3-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for absorption of Postman or Group 'D' MTS from GDS Quota - Case of SHri Mallikarjun, Daullappa Narayanka, handicap GDS, Market Yard PO, Solapur. **Ref.:** Your Letter No. FNPO/MH/Solapur/MDN/2014 dated 15-2-2014.
15. No. Union/26-2/P-IV/2014 (21) dated at Mumbai-1, the 11-4-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for grant of amount from Welfare Fund. Case of Shri L.M. Shelke at Navle Post Sangulwadi Ty. Vaibhavwadi Dist Sindhudurg. **Ref.:** Your Letter No. NU/P-IV/Mumbai Society/2014 dated 1-4-2014.
16. No. Union/26-2/P-IV/2014 (20) dated at Mumbai-1, the 11-4-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for consideration of Transfer Under Rule 38 - Case of Shri Rajendra Dayal Achrekar, Postman, Panjim HO to Sindhudurg Division. **Ref.:** Your Letter No. NU/P-IV/Goa/RDA/Postman/2014 dated 1-4-2014.
17. No. Rectt./2-8/Postman-MG/2013 dated at Mumbai-400001, the 27-3-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Holding of Departmental Examination for filling up the posts of Postman-MG for the year 2013. **Ref.:** Your Letter No. NU/P-IV/P'man/Exm./1/2014 dated 25-3-2014.
18. No. Union/26-2/P-IV/2012 (29) dated at Mumbai-1, the 13-1-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding manifold problem of Sahar P&T Colony, Mumbai-400099. **Ref.:** Your Letter No. DO. No. 16817/MOS(C&IT)/Addl.PS/R/2013 dated 9-3-2013.
19. No. Union/26-2/P-IV/2014 (02) dated at Mumbai-1, the 10-1-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for cancellation of irregular abolition of posts of Postman of promotional quota of MTS and GDS. **Ref.:** Your Letter No. FNPO/MH/Abolition/Post/2013 dated 26-12-2013.
20. No. Union/26-2/P-IV/2014 (01) dated at Mumbai-1, the 10-1-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding non-supply of Uniform Cloth, case of lady employees of Postmen/MTS Cadre throughout Maharashtra & Goa Circle. **Ref.:** Your Letter No. FNPO/MH/Kit/Ladies/2013 dated 26-12-2013.
21. No. Union/26-2/P-IV/2012 (53) dated at Mumbai-1, the 13-1-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for disciplinary

- action against Shri Raghunath Bambarde and Shri N.V. Satam, Supervisor and Mail PA, Dadar BPC and others with recovery of Rs. 1,89,000/- as directed by Circle/RO RIC Team and Directorate, Delhi. Case of Dadar BPC, Mumbai City East Division. **Ref.:** Your Letter No. NU/P-IV/BPC/Dadar/EPP/BNPL Sale/8/2013 dated 30-12-2013.
22. No. Union/26-2/P-IV/2014 (03) dated at Mumbai-1, the 23-1-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding abolition of Group B, C & D posts of annual direct recruitment plans for the year 2005, 2006, 2007 and 2008 under the scheme of optimization of direct recruitment vacancies. **Ref.:** Your Letter No. NU/P-IV/Abolition/2013-14 dated 13-1-2014.
 23. No. DA(P)NP/CIS/Granting of Increment/Stagnation/MBI GPO/1/2012/191622/01/2014. O/o the Director of Accounts (Postal) Maharashtra Circle, Nagpur-440001. **Subject :** Granting of one increment to those group 'D'/MTS employees who were stagnated at the maximum of 3200-4000 and were eligible to get one increment from 1-1-2006 for fixation of pay - Case of Mumbai GPO and other Divisions - reg.
 24. No. PR/Union/Corr/FNPO/2013 dated at Pune 1 the 5 Feb. 14. Department of Posts, India, O/o The Postmaster General, Pune Region, Pune-411001. **Subject :** Supply of furniture and special review of delivery work of IT Park, Hinjewadi PO. **Ref.:** Your letter dated 24-1-2014.
 25. No. PR/Union/Corr/FNPO/2013 dated at Pune 1 the 5 Feb. 14. Department of Posts, India, O/o The Postmaster General, Pune Region, Pune-411001. **Subject :** Grant of MACP to Shri S.V. Agawane Postman Pandharpur HO. **Ref.:** Your letter dated 24-1-2014.
 26. No. Union/26-2/P-IV/2011 (41) dated at Mumbai-1, the 31-12-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding irregularities in Departmental Administration in Buldana Division. **Ref.:** Your Letter No. FNPO/Irregularity/Buldhana Div./MH/1/2011 dated 19-12-2011.
 27. No. Union/26-2/P-IV/2013 (85) dated at Mumbai-1, the 18-11-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for filling up 100% vacant post of Postman MTS for the year 2009 to 2011 and 75% vacant post for the year 2012 and 2013 from GDS and casual labour staff of Maharashtra Circle. **Ref.:** Your Letter No. NU/P-IV/Recruitment Postman MTS/3/2013 dated 1-11-2013.
 28. No. MSE/Right to Information/161. Dated at Nagpur, the 21-11-2013. Department of Posts, India, O/o The Manager, Mail Motor Service, Nagpur-440001. **Subject :** Supply of Information under RTI Act - 2005. **Ref.:** R.O. Nagpur Letter No. NR/Estt./RTI/19/39/SD/2013 dated 14/18-11-2013.
 29. No. Union/26-2/P-IV/2013 (98) dated at Mumbai-1, the 2-12-13. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for disciplinary action against Shri G.R. Patil, Supdt. of Posts, Ratnagiri Division. **Ref.:** Your Letter No. NU/P-IV/GRP/Ratnagiri/1/2013 dated 16-11-2013.
 30. No. Union/26-2/P-IV/2013 (95) dated at Mumbai-1, the 1-12-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for issue of

instructions to all Divisional Heads to engage daily wages worker on vacant post of Postmen, MTS throughout Maharashtra & Goa Circle. **Ref.:** Your Letter No. NU/P-IV/Daily Wages/2013 dated 16-11-2013.

31. No. Union/26-2/P-IV/2013 (94) dated at Mumbai-1, the 1-12-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding for approval of transfer cum appointment on vacant post, BPM, Karambali BO, A/w Kaulge SO, Kolhapur Division. Case of Shri Ashok Yadav, GDS MD of Karambali BO. **Ref.:** Your Letter No. NU/P-IV/NU GDS/FNPO/MH/2013 dated 16-11-2013.
32. No. Union/26-2/P-IV/2013 (97) dated at Mumbai-1, the 1-12-13. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for action against Shri G.R. Patil, Supdt. of Post, Ratnagiri for purposely delayed the promotion of Shri V.S. Lingayat, Postman, MIDC, Ratnagiri. **Ref.:** Your Letter No. NU/P-IV/GRP/Ratnagiri/3/2013 dated 16-11-2013.
33. No. Union/26-2/P-IV/2013 (39) dated at Mumbai-1, the 9-1-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding delaying in the relief of Shri Sanjay U. Palkar, Postman, Chakala, MIDC, who stand transferred to Mahad SO, Raigad Division, Maharashtra Circle under Rule 38. **Ref.:** Your Letter No. NU/P-IV/Transfer Under Rule 38/Raigad Division/1/2013 dated 26-8-2013.
34. No. Union/26-2/P-IV/2013 (68) dated at Mumbai-1, the 5-12-14. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request transfer under Rule 38 from Thane Central Division, Mumbai Region, Maharashtra Circle to Sirsi Division, North Karnataka region, Karnataka Circle - (Case of Mumbai Region - Smt. Nikita M. Shetty, Thane HO). **Ref.:** Your Letter No. FNPO/Tfr Ur 38/Thane Central Div (MR) to Sirsi Div. North Canara Div./Ktc/1/2013 dated 20-7-2013.
35. No. GR/Staff-1/Union/2013 dated at Panaji-1, the 24-11-13. O/o The Postmaster General, Goa Region, Panaji-403001. **Subject :** Request for action against GR Patil, SPOs, Ratnagiri Division for purposely delayed the promotion of Shri V.S. Lingayat, Postman, MIDC, Ratnagiri.
36. No. Union/26-2/P-IV/2013 (69) dated at Mumbai-1, the 4-12-13. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding irregularities noticed in rotational transfer in Foreign Post, Mumbai-400001. **Ref.:** Your Letter No. FNPO/irregularities in Rotational Transfer/Foreign Post/1/2013 dated 6-8-2013.
37. No. Union/26-2/P-IV/2013 (78) dated at Mumbai-1, the 19-11-13. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding prejudice, discriminatory and malevolent action by the local authority against Smt. S.A. Rege, PA, Foreign Post, Mumbai-400001 and sexual harassment. **Ref.:** Your Letter No. FNPO/Foreign Post/SAR/1/2013 dated 9-10-2013.
38. No. Union/26-2/P-IV/2013 (100) dated at Mumbai-1, the 3-12-13. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for consideration of Rule 38 transfer case of Shri Kaduba P. Gawle, SPM, Rei Magues Goa to Aurangabad Division. **Ref.:** Your Letter No. FNPO/Rule 38/KPG/2013 dated 25-11-2013.

39. No. Union/26-2/P-IV/2013 (91) dated at Mumbai-1, the 5-12-13. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for issue of clarification in r/o neighboring division means only Postal Division and not RMS Division in case of filling of vacant post of Postman MTS cadre from GDS and Casual Labour Staff. **Ref.:** Your Letter No. NU/P-IV/Recruitment Postman MTS/2/2013 dated 1-11-2013.
40. No. Union/26-2/P-IV/2013 (92) dated at Mumbai-1, the 27-12-13. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for allotment of required fund for completing process of recruitment of Postman MTS Staff (All Circles). **Ref.:** Your Letter No. NU/P-IV/Recruitment Postman MTS/Fund/4/2013 dated 30-10-2013.
41. No. Union/26-2/P-IV/2013 (82) dated at Mumbai-1, the 27-12-13. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding timely attendance of staff in Post Offices/Mail Offices etc (Punjab Pattern). **Ref.:** Your Letter No. NU/P-IV/Timely Attendance/PO & Mail Offices/1/2013 dated 18-10-2013.
42. No. Union/26-2/P-IV/2012 (14) dated at Mumbai-1, the 6-12-13. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding illegal and violative action in outsourcing of delivery staff in Taroda Road PO under Nanded Div. Maharashtra Circle. **Ref.:** Your Letter No. TR II/Union/2012-SPB-I dated 18-1-2012.
43. No. SSPNE/NUPE IV/VVP/PWOMAN/U/R 38 CASE/13-14 DTD 9-12-13. The Sr. Supdt. of Post Offices, Mumbai City North East Dn. Mumbai-400042. **Subject :** Letter from Secretary NUPE PIV regarding under Rule 38 case of Smt. Vidya V. Padwal, Postwoman to Raigad Dn.
44. No. GR/Staff-II/Union/Corr/2013-14 Dated at Panaji, the 12-12-2013. O/o Postmaster General, Goa Region, Panaji-403001. **Subject :** Request for approval of Transfer cum appointment on vacant post of BPM, Karambali BO a/w Kaulge SO, Kolhapur Division - Case of Shri Ashok Yadav, GDS MD of Karambali BO. **Ref.:** Your Letter No. NU/P-IV/NU GDS/FNPO/MH/2013 dated 16-11-2013.
45. No. Union/26-2/P-IV/2013 (107) dated at Mumbai-1, the 25-12-13. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for vigilance enquiry in fraud case of Kangthi BO a/w Dharmabad SO under Nanded Division. **Ref.:** Your Letter No. NU/P-IV/MH/NND/Agitation/2013 dated 16-12-2013.
46. No. GR/Staff-1/Union/2013 dated at Panaji, 17 December 2013. Department of Posts, India, Postmaster General, Goa Region, Panaji-403001. **Subject :** Request for disciplinary action against Shri G.R. Patil, Supdt. of Post Offices, Ratnagiri Division. **Ref.:** Your Letter No. NU/P-IV/GRP/Ratnagiri/7/2013 dated 16-11-2013.
47. No. Union/26-2/P-IV/2013 (108) dated at Mumbai-1, the 26-12-13. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request for issue of regularization memo in case of so called irregular appointment of Shri Sunil Narayan Dhawre, GDS MD, Vehloli BO, Thane Central Division. **Ref.:** Your Letter No. FNPO/Thane (C)/GDS Apptt./Vehloli BO/2011/2013 dated 12-12-2013.
48. No. Union/26-2/P-IV/2013 (96) dated at Mumbai-1, the 1-12-13. O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding for action against

Shri G.R. Patil, Supdt. of Post Offices, Ratnagiri - Case of irregular vague replies to agenda items of monthly meeting of NU P-IV, Ratnagiri Division. **Ref.:** Your Letter No. NU/P-IV/GRP/Ratnagiri/2/2013 dated 16-11-2013.

Uttar Pradesh Circle

1. पत्रांक यूनियन/एज/12/ट्रांसफर/2014/3 लखनऊ दिनांक 9-3-2013. कार्यालय चीफ पोस्टमास्टर जनरल, उत्तर प्रदेश परिमंडल, लखनऊ-226001. **विषय :** Received the original letter (1) Regarding irregularities by the Senior Postmaster, Mathura HO in treating full day period as 'Dies Non' of 18 Postman staff of Mathura HO office to duty performed on 7-1-2013. Letter (2) As above subject.
2. संख्या : यूनियन/मिस-कोर/आगरा परिक्षेत्र/2013 दिनांक 30-10-2013. भारत सरकार, संचार एवं सूचना प्रौद्योगिकी मंत्रालय, भारतीय डाक विभाग, कार्यालय पोस्टमास्टर जनरल, आगरा परिक्षेत्र, आगरा-282001. **विषय :** प्रवर डाकपाल मथुरा प्रधान डाकघर द्वारा दिनांक 8-1-2013 को 18 पोस्टमैनों को अनियमित तरीके से डायज-नॉन किए जाने के संबंध में। **संदर्भ :** NU/P-IV/Irregularities by Sr. Pm/Mathura HO/Agra/1/2013 dated 3-9-2013 and 28-1-2013.
3. Union/Misc-Corr/Agra Region/2013 dated at Agra-1, the 20-3-2014. भारत सरकार, संचार एवं सूचना प्रौद्योगिकी मंत्रालय, भारतीय डाक विभाग, कार्यालय पोस्टमास्टर जनरल, आगरा परिक्षेत्र, आगरा-282001. **Subject :** Regarding irregularities by the Senior Postmaster, Mathura HO in treating full day period as 'Dies Non' of 18 postman staff of Mathura HO office for duty performed on 7-1-2013. **Ref.:** Union/Misc-Corr/Agra Region/2013 dated 30-10-2013.
4. संख्या : यूनियन/सामान्य/पत्राचार/चैप-11/अजय प्रकाश पाण्डेय दिनांक 13-3-2014. भारतीय डाक विभाग, कार्यालय चीफ पोस्टमास्टर लखनऊ जीपीओ-226001. **विषय :** Request for disciplinary action action culprits - Case of Shri Ajay Prakash Pandey, Sorting Postman, Lucknow GPO. **संदर्भ :** परि. कार्यालय के पत्रांक यूनियन/एम-12/ट्रांसफर/2014/3 लखनऊ दिनांक 27-2-14.
5. संख्या : यू/3-5 दि. 31-1-2014. भारतीय डाक विभाग, कार्यालय चीफ पोस्टमास्टर जनरल उत्तराखंड परिमंडल, देहरादून-248001. **विषय :** नेशनल यूनियन ऑफ पोस्टल एम्प्लाइज पोस्टमैन एवं ग्रुप 'डी' की सर्कल कांफ्रेंस के संबंध में.
6. संख्या : यूनियन/सामान्य/पत्राचार/चैप-11/अजय प्रकाश पाण्डेय दिनांक 13-3-2014. भारतीय डाक विभाग, कार्यालय चीफ पोस्टमास्टर लखनऊ जीपीओ-226001. **विषय :** Request for disciplinary action action culprits - Case of Shri Ajay Prakash Pandey, Sorting Postman, Lucknow GPO. **संदर्भ :** परि. कार्यालय के पत्रांक यूनियन/एम-12/ट्रांसफर/2014/3 लखनऊ दिनांक 27-2-14.
7. No. Rectt/U.I./2012/6 dated at Lucknow the, 14-3-2014. Department of Posts, India, Office of Chief Postmaster General, UP Circle, Lucknow-226001. **Subject :** Request for absorption of TSCL Group 'D' in MTS Cadre.

West Bengal Circle

1. No. Est/B/Z-03/GDS/CORR/Par-I Dated at Kolkatta-700012, the 3-4-2014. **Subject :** Prolong burning problems - Case of Tamluk Division, West Bengal.
2. No. PSR/15/12/2008 (JCM) Dated at Kolkata-700012, the 19-11-2013. O/o The Chief Postmaster General, West Bengal Circle, Kolkata-700012. **Subject :** Nomination of New Members of RC JCM, West Bengal Circle made by FNPO, Secretary General. **Ref.:** Your Letter No. NU/P-IV/RJCM/WB/2/2013 dated 14-11-2013.

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

(Recognized by Government of India)

Central Head Quarters, Delhi-110054

C.H.Q : Dalvi sadan, Khurshid Square, Civil Lines, Delhi-110054. Tel:011-23818330

Statement of Income & Expenditure For the Year 1-4-2012 to 31-03-2013

	Income	Expenditure	
354520	Opening Balance	All India Conference (Annual Report)	42000
113052	Quota Balance up to 31-03-2012	Postal Prakash	56800
51186	Quota April 2012	Safaiwala	24000
22886	May	Posting Charges	23391
8436	June	G/S TA-DA	45058
14040	July	F/S expenditure	12000
13894	August	Telephone Bills	10368
25446	September	Mobile & internet Charges	14467
47159	October	Electric city bill	42510
83092	November	Drafting	14585
10451	December	All India Conference TA.(Ambaji Gujarat)	31310
13189	January 2013	Computer work	2000
11923	February	Computer repairing	1600
47667	March	Xerox & Typing Charges	58923
		CHQ Exp	13980
		Stationary	8240
		Gift retirement	1200
		CHQ Banner	1500
		Cycle Meeting Ludhiana TA	700
		CHQ dight cooler	7000
		New website work charges	4000
		Website renewal charges	2865
		CHQ Gate & board repairing, printing	11000
		CWC Report Typing Punjab (Ludhiana)	27500
		CWC visit J & K TA-DA	6300
		CWC Ludhiana TA-Da	16123
		Strike Exp.	1500
		Strike Asst G/S TA-Da	2850
		Miss Exp	892
		Swamy Book	45
		Total	484707
		KVP 176000	
		SBI Bank 101223	
		Cash In Hand 55011	
		332234	332234
816941	Grand Total	Grand Total	816941

Sd/-	Sd/-	Sd/-	Sd/-
Shri T.N.Rahate	Shri Jagdish Sharma	Shri Shafiq Shah	Shri S.B.More
(General Secretary)	(Finance Secretary)	(Auditor)	(Auditor)

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

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Central Head Quarters, Delhi-110054

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Statement of Income & Expenditure For the Year 1-4-2013 to 31-03-2014

	Income	Expenditure	
332234	Opening Balance	Postal Prakash	74424
77885	Quota April 2013	Safaiwala	42000
58489	may	Xerox/Typing Charges	59025
65591	June	G/S TA-DA	49194
22517	July	F/S expenditure	18000
29287	August	Telephone bills	5708
42750	September	Mobile & internet charges	21617
9535	October	Drafting	7120
69170	November	Court Case	10000
124365	December	Postage	23337
13266	January.2014	CWC Report(Gujarat)	11500
12140	February	Stationary	5900
122953	March	Computer Repairing	1900
		CHQ License fee	5880
		Electric city Bills	20470
		CHQ Exp	18898
		CWC Report(Jabalpur)	19300
		CWC Gujarat TA-Da	10500
		CWC Jabalpur Ta	13750
		Ortrida world	1745
		Gate Board Printing charges	6000
		S.R sons pump set & repairing	6000
		MBI CHQ office Repairing	27000
		7th CPC memorandum	5000
		Circle conf. UP CWC TA	1500
		Uttarakhand TA	1500
		Ajmer CWC TA	4000
		FNPO Chennai CWC TA	7156
		Total	478424
		KVP	206000
		SBI Bank	171111
		Cash in Hand	124647
		501758	501758
980182	Grand Total	Grand Total	980182

Sd/-
Shri T.N.Rahate
(General Secretary)

Sd/-
Shri Jagdish Sharma
(Finance Secretary)

Sd/-
Shri Shafiq Shah
(Auditor)

Sd/-
Shri S.B.More
(Auditor)