

**MEMORANDUM**  
**(Part IV)**  
**ON**  
**SECTIONAL DEMANDS**

**SUBMITTED TO**  
**VI<sup>TH</sup> CENTRAL PAY COMMISSION**  
**December 2006**

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**By**  
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## **National Union of Postal Employees, Postmen and Group 'D'**

No. 3/VI<sup>th</sup> C.P.C./2006-07

Dated, the 30th December, 2006

To,

**The Chairman,**  
Sixth Central Pay Commission,  
New Delhi

**Subject :** Memorandum on Sectional Issues Relating to  
(i) Postman (ii) Group 'D' (iii) Packer and Allied Cadres

Sir,

We have endorsed and adopted the Memorandum submitted by major Federations under (JCM) National Council **Secretary Staff Side** may be treated as Part I.

2. On the issues common to the Postal Employees on the whole, the Postal Federations have forwarded a Memorandum which has been endorsed by us. The same may be treated as Part II.

3. The National Union of Postal Employees, Postmen and Group 'D' and All India Postal Employees Union, Postmen, Class IV & EDA Unions have jointly prepared the Memorandum enclosed herewith on the issues relating to Group 'D' Postmen and allied categories, Sorting Postman, and Packers of various categories working in the Postal Department may be treated as Part III.

4. The above Union has prepared the Memorandum enclosed herewith on the issues relating to Group 'D' Postman, allied categories, Sorting Postman and Packer of various categories, Packers, Working Foreign Post and working in the Postal Department may be treated as Part IV.

5. The undersigned representatives of the above Unions jointly or separately be called to tender oral evidence at the stage of inquiry.

The receipt of the Memorandum Part IV (2 Copies) may kindly be acknowledged.

Yours Faithfully

**T.N. Rahate**  
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### **Postal Volumes for Reference**

- (i) P & T Man Vol. IV (Recruitment)
- (ii) P & T Man Vol. V (for Postman's Duties & Group 'D')
- (iii) P & T Man Vol. VI (for Postman's Duties & Group 'D')
- (iv) P & T Man Vol. VII (Village Postman)
- (v) P.O. Guide - (Relevant Portion & Clauses 37 to 47)
- (vi) Foreign Post Manual/Geneva International Convention. (Fresh)

## FOREWORD

### **Proposals to be presented to the VIth Pay Commission regarding Payscales of Postman & Group 'D'.**

**We would like to draw the attention of the VIth Central Pay Commission:**

- 1) Needless to repeat as to how the numerous Postal ROs, DOs and even the Circle Offices had made a mess of implementation of fixation of pay intended by the Vth Pay commission. Resultantly, huge recoveries were ordered from the Postman Staff. Subsequently, for no fault of the subordinate staff. This time, therefore, the said error should be caused to be evaded by clear and understandable orders by one and all. As per RP Rules 1997 effective from 10-10-1997, a lot of anomalies were committed earlier by the several COs and ROs while fixing the pay in the earlier implementation of the report of Vth Pay Commission and the recoveries thereof are still going on. The Union has to take recourse to the litigation in the Court of Law, at own cost. A fervent appeal is therefore, made to you being the General Secretary and Secretary General, that this time a vigilant watch may be kept on the issues pertaining to the Postman and Group D to ensure that they are not subjected to injustice and rash discrimination.
- 2) **The Government with its commitment to common man to provide basic service at reasonable rates has found the Postal Department to carry out this objective.** The monopoly to operate postal services has been given to India Post only to fulfilling the most important aspects of the Government namely reasonable and uniform tariff across the nation and total security in its transmission. Due care for privacy is meticulously observed by India Post. India Post does not discriminate in tariffs of urban and rural areas. It provides services in every nook and corner of the country, be it plains, desert, tribal, hilly or remote localities.
- 3) **In the prelude, as above it would be realized that at the base of the above activities, the prime and foremost employees are Postman, Group 'D', GDS and other field staff.** However, it is regretted to state that no due and realistic notice has been taken by the earlier Pay Commissions till the Vth Pay Commission, vis-a-vis their conditions and the deserving Pay Scales. It would be pertinent to note that the span of the Pay Scales for Group D Employees is kept the longest for 30 years and that for Postman 22 years. Compared to this (S4 and S5) the span for others it is only 20 years or less. Besides, these disparities the ratio of upgradation benefits scale nil in respect of Group D officials and for the Postman it is only 1.6%. There is also a gap of Rs. 1000/- between Central Government Employees and the Public Sector of the Group which is not abridged.

- 4) Secondly, the Time-Bound Promotion Scheme opted by the workers in Postal Department as in IVth Pay Commission's Pay Scale, they were stagnated for many years, but even after the introduction of Pay Scale given by the Vth CPC the situation still remains the same.
- 5) All the previous Pay Commission observed that the duties of the Postman/Mail Guard involves tact, initiative, skill and a sense of responsibility. In the Post Office Act Binding Rules exist and also in the Department of proceedings under CCS (CCA) Rules 1965. But no Pay Commission has recommended higher scale of Pay on the plea that the entry point educational standard was only Class VIII standard. But, the Department of Post has already enhanced entry point educational standard to **matriculation** and talented and energetic youths are being recruited in the cadre of Postman. Due to vast unemployment and wide spread of education some youths are even well qualified upto graduation level. Hence, there is valid justification of granting higher scale of Pay than what has been recommended by the Vth Pay Commission. It is therefore, suggested that the Scales of Pay be determined on the basis of wage parity scales of Group D and proper evaluation and equation be made while granting the basic Scale of Pay to Postman and corresponding increase in the Scale of ACPI and ACP II & TBOP and BCR. In fact, the cadre of Postman and Group 'D' need **three promotions**, because, their job is multifold. It is of a sorter, carrier, cash receiver, distributor, identifier and most importantly a true Postal representative. Some facts are detailed below to enable you to assess the issues concerning Postman & Group D in wide spectrum at the same time keeping in view the future Indian Panorama. It is suggested that the minimum qualification for Group D Employee should be SSC Passed and for the Postman 10+2 Std.
- 6) **In reference to the MOF Resolution dt. 5th October, 2006 it is envisaged that the Central Govt. Organisations are to be transformed into modern, professional and citizen friendly entities.** So, when the citizen is placed at the fore-front of the resolution, the most regular and common Government employee who comes in the frame is the Postman and Group 'D'. Further, it is also contented that importance may also be given to promoting efficiency and productivity with assimilation of technology and discipline. It is therefore, clear that in future, technology is going to play a pivotal role in the postal organisation. As such it is imperative to take into consideration the aspect that the future Postman would be a person with required know-how of the technicalities specially, computer literature. Resultantly, the pay scales of the **Postman** should commensurate with his **technical skill** & fore-casted at level of Time Scale Clerk work
- 7) **We would like to draw the attention of the VIth Central Pay Commission,** towards the policy of curtailment, withdrawal and squeezing off the existing Postal Services. All the Post Offices need extra staff which the Director General of Posts,

who is also the Secretary of the Department of Posts in the Ministry of Communications and Chairman of Postal Service Board and what not, is unable to recruit on the grounds of austerity measures implemented in the year 1984 and still in practice.

- 8) These posts offices need extra staff which they cannot recruit on grounds of austerity measures implemented in 1993. Due to Screening Committee from 1999 many posts in postal have been reduced. ( $\frac{2}{3}$  **posts abolished every year and if the vacancies are not filled for one year and above the posts get liable to be abolished**) by Vth CPC & TBOP and BCR given against matching saving. This should go. It is therefore essential that new recruitment would relieve the over-taxed existing staff.
- 9) The basic policy adopted by the Central Govt. considering the period after Vth Central Pay Commission clearly indicates that the Government of India is in no mood to consider the **252 pending demands** (anomalies) of parity in wages of Central Government employees, No final solution offered till date.
- 10) Day-by-day **malls, complexes, multi-storey sky-scrappers** are coming up in all the Indian cities classified under A-I-A, B etc. Though it may be conceded that the quantity of individual letters has come down yet there is no denying the fact that **business communications, letters, magazines, periodicals, newspapers, small gift articles, telephone bills, LIC letters etc.** are ever increasing due to fast developments and spread of educational facilities all around.

Both the organised and un-organised section of workers experienced during the period a considerable erosion on the real wages. Administered price rise of all essential commodities have perpetuated the erosion in real wages for which the workers are suffering a lot to maintain their daily livelihood. The new liberal policies and economic measures adopted and implemented, tended to benefit more favourably placed section of the community. In a country, about **50%** of the population lives below poverty line, the most important task of the Income Policy has to be to increase the income levels of the poorer and weaker sections. The policy has to be adopted so as to progressively reduce the incidence of poverty and unemployment and improve the quality of the life of the root people. In practice and in reality, the policies pursued by the Government are just going in opposite direction:

- 11) The postal dept. is going to introduce various new schemes like **address verification of voters for general election, stamp billing to the customers, door-to-door and speed post and others articles pick-up services through Postman. And address verification of Hutch, BSNL, Reliance, and RPLI and PLI business through postman and village postman and new schemes, Speed-Post, E-post, Logistic Posts, EPP, BPL, Fan Post, Media Post, Greeting Post, Direct Post, Premium Post, Retail Post, Bill Post, Bill Mails Service, Franchise Post, Mutual Fund, Investment through POs of Reliance, SBI, UTI, Income-Tax Return Forms and various day-to-day new schemes are coming up in the Department.**

- 12 ) At present, the Government is talking of high rate of economic growth, inflation checked but all these are perpetrating monopoly growth of MNCs in inviting privatisation at the cost of low-paid employees and workers.
- 13) It is in this background, the demand of wage parity of Central Government Employees with the Public Sector Units is very much significant and we expect that the VIth Central Pay Commission would give due consideration on this demand, with the view on future Indian panorama.

### MEMORANDUM

- 14) The two Union viz. National Union of Postal Employees, Postman and Group 'D' which represents the below noted Postal Employees, expect that their memorandum consisting the issues pertaining to the employees may be given proper consideration with definite recommendations to solve their demands. The posts and their numbers existing before Vth CPC as on 31-3-1992 and VIth CPC 31-3-2005 are shown as under :

	<b>31-03-1992</b>	<b>31-03-2005</b>
	<b>Vth Pay CPC</b>	<b>VIth Pay CPC</b>
1. Mail Overseers	3443	2977
2. Cash Overseers	990	862
3. Head Postmen	742	696
4. Postmen	53507	48682
5. Sorting Postmen	3176	2627
6. Overseer Postmen	490	358
7. Packer	9658	6649
8. Mail Peon	5594	2434
9. Letter Box Peon	1576	1106
10. Messenger	1142	370
11. Runner	1628	Nil
12. Orderly	733	300
13. Daftry	500	202
14. Peon	1179	771
15. Jamaadar	3347	693
16. Sweeper	863	656
17. Farash	189	122
18. Waterman	390	270
19. Chowkidar	1493	1080

**Wage Parity with Public Sector Units  
Common Categories of Group 'D' Officials  
Packers and Postman Officials**

- 15) On the basic question about the wages and other related matters, the Secretary Staff Side and their major Federations in the National Council (JCM) have suggested a scale of pay for the common categories of the Central Government employees viz. Sweepers, Chowkidars, Waterman, Farash, Bhisty, Gateman, Mali, Watchman and others working in the Postal Department. The Memorandum submitted as above has been endorsed by us and it may be treated as Part I and the Memorandum submitted by the Postal Federation on the common issues has been adopted by us as Part II and AIPEU & NUPE Postmen & Group 'D' Union are jointly submitting this Memorandum may be treated as Part III.

Regarding upgradation of Pay scales of the Group D Employees (TC/NTC) and Postman the earlier Vth Pay Commissions has not done proper justice. These lots of Postmen and Group D have been totally overlooked for upgradation. The known facts are that in other Central Government enterprises, **three tier upgradation** is available to the Group D employees. The Union demand Postman & Group D should also voice for such **three tier upgradation**.

The Memorandum submitted by the Union, as General Secretary, NUPE, Postmen and Group D (CHQ) may be treated as Part IV.

## PART IV

### CHAPTER I

#### SECTIONAL PROBLEMS/DEMANDS

### **GROUP 'D' NON-TEST & TEST CATEGORIES : SHOULD GET UNSKILLED, SEMI-SKILLED STATUS AND PACKERS SHOULD GET SKILLED**

The Postal Department has certain peculiar categories of employees whom the Department and also the previous Pay Commissions bracketed them into 'Unskilled workers'.

#### **1. NON-TEST GROUP 'D' CATEGORIES**

Postal Department employees viz. **sweepers, chowkidars, waterman, Farash, Night Guard, Mazdoor, Gateman, Mali, Watchman** and others Non-Test (NTC workers in Postal Departments).

The Vth Pay Commission has granted basic pay of Rs. 2550/- for the NTC Group D which is not justifiable. Because the NTC Group D performs the duty for 8 to 12 hours a day.

- 1.01 Similarly, Sweepers and Farash also make the cleaning, scavenging of toilets, keeps the health of staff immuned from virus by keeping the departmental premises clean and tidy.
- 1.02 The gardener attached to the PO is not a person to be neglected. In modern era, the surroundings of the office give impetus to human energy and increases the vigour and vitality of the office inmates. As such the gardeners who remains at work for more than prescribed duty of 8 hours should also be looked with concern and care.
- 1.03 The night guard or watchman whose duty stretches beyond 8 hours i.e. upto 12 hours is also a person for careful consideration. The night guard/watchman is not provided with any meaningful weapon to guard or for self defence not even **a lathi**. The person who guards the office having substantial securities, cash and valuables factually does the work akin to a **policeman** (CPO Constable). Though he is deprived of any lethal weapon for safety and security yet he performs

his duty in the night/day sacrificing his health. In modern times when burglary, explosions, night theft etc. have become unpredictable occurrences, the services of the watchman/night guard have become indispensable may be fixed. Vth Pay Commission has fixed at Rs. 2550/- (S-1).

- 1.04 (i) Waterman serve drinking water to staff from table to table.
- 1.4a The mazdoor category of the employees have to load and unload mail-bags ranging from 20 kgs to 50 kgs and above by head-load at the exchange point of mails.

**The duties prescribed by the Department in the P&T manual if reasonably measured by the commission this Union expects that the Non-Test Group 'D' should be treated as semi-skilled cadre, the Union demands that they should be given the Basic payscale as Rs. 8000-200-12400.**

## 2. MAIL PEONS

In the recent past and earlier also Mail Peons were educationally qualified. Qualification to be revised to SSC Passed. Their nature of work is as under;

- 1.05 Mail Peons are employed in Post Offices situated at or near railway stations where there are no mail office for the purpose of conveying mails from and to the Railway Station, exchanging bags with R.M.S. and clearing letter boxes located at Railway Station. They will be supplied postage stamps for sale to the public. A mail peon should be able to recognise the bags made over to him and to check the numbers of bag entered in the mail lists. He will be solely responsible for the numbers and condition of the weighty mail bags received by him from the Post Office, R.M.S. Mail Contractors or from other mail carriers. Bags containing return-train mails will be made over to the mail peon under receipt by Railway Mail Service (RMS) sections with the original and duplicate copies of mail list. On arrival of the train, to which the mails are to be delivered, the mail peon should hand them over with the original and duplicate mail list to the Head Sorter of the Section to which they are addressed and the latter will return the duplicate copy of the mail list duly received by the mail peon, who will make it over to the mail department for record.
- 1.06 A Mail Peon who performs either registration or delivery work or both will be supplied with a copy of the Post and Telegraphy Pocket Guide for his personal use. He must be careful not to loose the book and while giving over the charge, must make it over to the official by whom he is relieved.
- 1.07 The Mail Peon must be present at the platform with the mails at least ten minutes before the arrival of the train by which they are to be conveyed. If there is letter box to be cleared by him at the railway station, he will clear it and dispose of its contents in accordance with the instructions given to him by the Postmaster.

- 1.08 If a Service Telegram for despatch is made over to the mail peon by the official-in-charge of a section, the Mail Peon should acknowledge receipt of it on the third copy and present both copies of the message that will be made over to him as soon as possible at the Railway Station Telegraph Office for despatch. The Telegraph Office will retain the original and return to the mail peon the duplicate, duly receipted, which on return to the local post office, he should make it over to the Postmaster for record.
- 1.09 The Mail Peon should keep a book (Form MS-28) in which he should note the late arrival of trains, instance in which the mails miss that train and all other irregularities connected with the receipt or despatch of mails.
- 1.10 A Mail Peon, specially authorised in this behalf by the Superintendent may receive articles of the letter mail tendered at the Railway Station by Railway Officials and others for registration and grant receipts to the senders in the same manner as a village Postman. For this purpose, he will be supplied with a book of receipts in the form prescribed for Village Postmen.
- 1.11 Articles registered by the Mail Peon should be made over when he returns to the Post Office to the registration clerk. The receipts/or the senders, detached from the registered journal, will be given to the Mail Peon in exchange for the articles and he should paste these receipts to the corresponding counter-foils in his book or receipts.
- 1.12 Van Mail Peons are not employed in the duty of exchanging mails with the Railway Mail Service, their services may be utilised in the post office as packers and outside on delivery work.

**The duties prescribed by the Department in the P&T Manual, if reasonably measured by the Commission, this Union expects that the Mail Peon should be treated as 'skilled' cadre, and so, the Union demands, to get the remuneration as Basic Payscale Rs. 9500-250-15000.**

### **3. LETTER BOX PEON**

In the recent past and earlier also L.B. Peon are educationally qualified. Qualification to be revised to SSC Passed. Their nature of work is such;

- 1.13 Letter Box Peons **first opens office letter boxes. Secondly, he goes to open the street letter boxes by walking upto beat and above 10-15 km far with 10 to 20 kg. weight. Letter Box with old time plate to be removed and new time plate to be fixed.** The L.B. Peon has to move in beat locality comprising of numerous types of people. The L.B. Peon starts **facing the articles.** The L.B. Peon does the Stamping of the articles received from letter boxes and prepares the **Bundle of articles. Prepare Mail Bags. Loading and unloading bags** to Mail Motor, Vehicles.

Letter Box Peons, employed in Post Offices that have town, sub or branch offices attached to them, may be employed in addition to their other duties, in conveying mails upto end of the town/sub or branch offices. Their services may also be utilised as **Packers**. They have to work in all seasons to avoid damage to articles.

- 1.14 Letter Box Peons are permitted to pay telegraphic money orders.
- 1.15 The Commission may appreciate the nature, degree of punctuality and responsibilities involved in the duties of a Letter Box Peon. **The Union demands, it cannot be treated as simple unskilled sedentary type of worker. He deserves to be ranked as 'skilled' worker & given a Basic payscale of Rs. 9500-250-15000.**

#### **4. TRANSIT MAIL PEON (MAIL ATTENDANT)**

In the recent past and earlier also TMP (Mail Attendant) are educationally qualified. Educational Qualification to be revised to **SSC Passed**. Their nature of work is as such;

- 1.16 The present Transit Mail Peon lines are gradually getting converted into Mail Guard Lines under Railway Mail Service. The serving Transit Mail Peons should be treated at par with the Mail Guards for the purpose of rates of Pay and Compensation for stay at out stations and hours of duty, etc. In the P&T Departmental Council (JCM), an agreement was signed and orders issued to the effect of upgrading Van Peons to the equal grade of Mail Guard. This category of staff may also be upgraded on the similar pattern. This category required literacy, accuracy and experience with full devotion to be termed as **'Skilled' workers. We suggest a Basic payscale of pay of Rs. 9500-2500-15000.**

#### **5. POST OFFICE PACKERS**

In the recent past and earlier also PO Packers are educationally qualified. Educational Qualification to be revised to **SSC Passed**. Their nature of work is as such;

- 1.17 (i) Handling of mail bags, carrying mail bags from mail carrier to office & vice-versa.
- (ii) Opening of Letter bags and stamping of articles by hand and stamp cancelling machine.
- (iii) Carrying bags for distribution from Branch wise ie Delivery Branches Parcel Delivery Department, Regd. Delivery Dept, Speed Delivery Dept, MO and demand Mail Duty Dept.
- (iv) Help for opening of Parcel bag, Speed Bags, Regd. Bags, letter bags and business mails.

- (v) Help for facing ordinary mail.
- (vi) Stamping of articles received for office posting.
- (vii) Help for closing of bags PL & Regd., L Bags, Speed Bags, Bulk Bags
- (viii) Help to SB Branch, handling binders, carries binders from almiras to SB Counter & SB Counter to almiras stocking the binders neatly.
- (ix) Stamping of vouchers.
- (x) Binding of Vouchers
- (xi) Stitching of vouchers etc.
- (x) Sealing of Bags and insured letters and parcels. Though the smoke emanated from the sealing wax is deadly injurious to the health of human beings.
- (xi) Changing of All types of stamps and cleaning of stamps.
- (xii) Post Office Packer is operating stamp cancellation machine, xerox machine, franking machine all this work is technical work, in nature.

Post Office Packers are actually behind every operation of the Post Office. The assistance provided by these officials helps in closing abstracts. Accounts of all the internal branches/be it Saving Bank. MO Paid/Issue, Registration, Delivery etc. The duties are prescribed in Rule 735 & 736 of Chapter 13, P & T Manual. Volume IV which may be taken in consideration to have a de-facto assessment of their work. Considering the value and importance of the Job of Packers, should be termed as **skilled workers. We suggest a Basic Scale of Pay of Rs. 9500-250-15000.**

### **PACKERS OF FOREIGN POST**

- 1.18 We are dealing with the packers employed by the Postal Department to work in the Foreign Post Offices dealing in the exchange of Insured Parcels. Insured letters, Letter and registered Post with about **152 countries** who are the members of the '**Universal Postal Union**'. The rules applicable throughout the International Postal Service are to be strictly observed in exchange of service between the above member countries of the World.
- 1.19 The works of the packers of the Foreign Post Office is comparatively more responsible, peculiar, risky and involves a particular skill. The work relate to opening of parcels and letters for the purpose of Customs examination. **Care has had to be taken not to damage any fragile item contained in the parcel/ letter.** The said articles are found to contain many precious as well as dangerous materials. They may contain precious stones, acids, medicines and other obnoxious and toxic materials which are harmful and injurious to health. The contents

after the Customs examination is over, are to be repacked in their original form and place as neatly as possible. **The packers have had to seal the articles after having been examined** by the Customs. So, the packers come in contact with the sealing wax. The smoke emanated from the sealing wax is deadly injurious to the health of human beings. A survey of health shows that the percentage of the packers working in the vicinity of the sealing wax is alarmingly high to the tune of 80 to 90%. Many of them become victims of T.B. (Lung Tuberculosis) and other irreversible ailments like cancer and asthma. Increase in reservation of cots and medical expenditure for these unfortunate victims of circumstances is a dire need of hour. So, the packers of the Foreign Post are to be treated on higher footings and the issue has been rightly appreciated by the Hon'ble Supreme Court of India, **while rejecting finally the contention of the respondents against the packers in the SLP No. 535/88 in the OA No. 2724/ of 1992 of CAT Principal Bench, New Delhi.**

- 1-20 The pay scale of the packers of the Foreign Post, needs to be placed in the scale of Rs. 3050-75-4590 from the retrospective effect from the date of recommendation of the 4th Pay Commission. Revised Scale demanded is Rs. 9500-250-15000
- 1.21 The Commission may further examine the Rule 37 (page 43), Rule 47 (page 49) of PO Guide and several more rules prescribed for special make up and packing of Foreign Post Articles in Foreign Post Manual. The job of a packer in the Foreign Post required skill above the 'unskilled' worker. **We, therefore, demand a Basic payscale of Rs. 10000-300-16000 and Rs. 13,000-400-19000 on 1st Promotion ie after 10 years of service, Rs. 14,500-425-22,000 on 2nd Promotion ie after 20 years of service and 16,000-450-24,500 on 3rd Promotion ie after 25 years of service to the Foreign Post Office Packers and an element of Risk Allowance for handling articles which affect and injure the health of the officials on the job.**

In the recent past and earlier also Foreign Post Office Packers are educationally qualified. Educational Qualification to be revised to SSC Passed. Their nature of work is primarily skilled workers as such.

### **PACKERS IN THE POSTAL STORE DEPOT**

In the recent past and earlier also **Packers** are educationally qualified. Educational Qualification to be revised to **SSC Passed**. Their nature of work is as such;

- 1.22 (i) Postal Store Depot Packers are operating printing machine, xerox machine, cutting machine, canvas bags cleaning machine, stitching machine. This job (work) is technical work.
- (ii) PSD Packer in Working Mail Van supply the valuable stationery and kit items, computer extras to SPOs, POs, HPOs and printing press to PSD. This work to the equals to the grade of Mailguards.

(iii) Closing the valuable stationery bags and sealing the bags and hanging the name labels.

(iv) Loading and unloading work, of above noted materials.

(v) The smoke emanated from the bag cleaning work is deadly and injurious to the health of human beings.

The Packers in Postal Stock/Store/Stamp Depots are to assist and help in all aspects of the functions of the Depots. They are required to stock and also help in supply of Typewriters, Copying and other machines, locks, bags, forms, books, stationery articles according to periodical and emergent indents. They are to store and help to supply furnitures, maps, stamps, seals, scales, letter boxes, badges, acme boards, notice sign boards, sealing stoves, time pieces, carpets, hand-carts safes and several other materials supplied kit items (uniforms). Post Office solely depend upon the Postal Store Depots for running the office uninterruptedly. We suggest that the Packers working in Postal Store Depots should have a ranking higher than that skilled worker with a Basic scale of pay of Rs. 9500-250-15000.

### **PACKERS AND OTHER GROUP 'D' OFFICIALS**

#### **WORKING IN RETURNED LETTER OFFICES**

In the recent past and earlier also Packers are educationally qualified. Educational Qualification to be revised to SSC Passed. Their nature of work is as such;

- 1.23 The Group 'D' officials working in Returned Letter Offices (RLOs) handle the letters in utmost secrecy. In their dealing, they come across articles containing goods prohibited from Postal Transactions. We suggest the Group D officials of the RLOs be placed a little higher than skilled worker with a Basic pay scale of **Rs. 9500-250-15000**.

#### **ORDERLY PEONS OF ASPOs/IPOs RESTORATION OF POSTS**

In the recent past and earlier also Packers are educationally qualified. Educational Qualification to be revised to SSC Passed. Their nature of work is as such;

- 1.24 Orderly Peons were usually attached with the Offices of the Assistant Superintendent of Post Offices and Inspector of Post Offices. They used to work under the Supervision of Assistant Supdt. of POs (ASPOs). These posts were inter-changeable with the other operative Group 'D' Officials. The IPOs and ASPOs Association has already submitted the demand for restoration of the Posts of Orderly Peons. We also demand the restoration of the Posts of Orderly Peons. We suggest a Basic pay scale of **Rs. 9500-250-15000**.

## **DAFTRY**

- 1.25 Prior to 1-1-1973, the Daftries in the Postal Department were in the scale of Rs. 35-50 (1st Pay Commission) and the 2nd Pay Commission fixed them in the scale of Rs. 75-95. The Daftries are responsible for the proper upkeep of records, stitching of files, mending and pasting of registers found torn, moreover the Daftries in the Stores Department in Railways were in a better scale of pay i.e. Rs. 80-110, recommended by the 2nd Pay Commission. The Board of Arbitration under the Joint Consultative Machinery, gave an award in March 1972 that the Daftries in Departments other than stores in the Railways should also be placed in the scale of Rs. 80-110. The 3rd, 4th and 5th Pay Commission, while admitting all the above facts, have unjustly placed the category in the revised scales of pay far below to our expectations.

The payscale for Daftries cadre was granted as 950-1400 in pursuance of the Judgement of the Hon'ble CAT Kolkata Bench dated 12-11-92 in the OA No. 225 of 1991 of Shri Dharendra Nath Biswas and others Vs. UOI and others and Judgement of Hon'ble Supreme Court dated 18-7-2000 in civil appeal No. 11923 of 1996 of U.O.I. the orders of the Principal Chief Post Master General, West Bengal Circle, Kolkata-700 012 vide Memo No. St/B/E-18/Fixation (Daftry)/Contempt Case at Kolkata-12 the 17-9/2001.

- 1.26 The following items of duties are to be performed by the Daftries of Postal Store Depots:
- (i) To collect forms, publications, articles etc. in different godowns as indicated in the pickers diary/invoices, etc. by the Supply Clerks after noting the quantities collected in the records of respective stock branch.
  - (ii) To count the forms/publications/articles, etc. at the time of collection from different godowns.
  - (iii) To supervise the works done by the packers for removal of stores to the respective godown and preparation/closing of bags of forms, articles and sending there of and also opening of closed bags received from outside officers.
  - (iv) To write down the names of the offices of destination and to affix the office stamp on the tag label to be tied at the necks of the bags to be despatched for identification.
  - (v) To make over form bags prepared to the forwarding section with the help of the packers.
  - (vi) To count the forms/publications, articles, etc. at the time of verifications.
  - (vii) To maintain the files and put up files to the clerks, as and when required.
  - (viii) To count forms, articles when delivered or received.

- 1.27 Besides these, there are also various types of miscellaneous works which are required to be performed by the Daftries as and when required. We suggest, in view of the facts narrated above, a Basic scale of Pay of **Rs. 9,500-250-15000** to Daftry.
- 1.28 Selection Grade Daftry should be placed in the Basic payscale of **Rs. 10,000-300-16,000.**

### **CARPENTERS AND PAINTERS**

- 1.29 Carpenters and Painters are directly recruited with technical qualification. The Commission may examine in details the question of the fixation of scale of Pay of Carpenters and Painters in the Postal department. These isolated categories of staff have been all along denied a proper scale of pay by the previous Pay Commissions. We earnestly demand a Basic scale of pay to these artisans as Rs. 9500-250-15000.

### **FORM SUPPLIERS**

- 1.30 Form Suppliers are to climb the racks about 8 feet above and locate various kinds of forms. He has to count lakhs of forms during daily routine of his job. As there is a general combination of duties between Daftry and Form Suppliers in the Postal Store Depots, we suggest a Basic scale of pay of Rs. 9500-250-15000. The existing promotional outlets should also be thrown open to the above categories of staff.

## CHAPTER II

### DUTIES AND RESPONSIBILITIES

#### (1) POSTMAN

- 2.01 It is a known fact that the **Postman** is placed in Group C cadre equivalent to the Time Scale Clerk. If the Postal Assistant gets initial start at Rs. 4000/- then the Postman ought to have got initial start at Rs. 3200/- by virtue of his status. But this did not happen. Nevertheless, in the VIth Pay Commission it should be ensured that the Postman gets basic start (Vth CPC) of Rs. 4000/- equivalent to **Time Scale Clerk grade. It is also proposed to upgrade the educational qualification as 10+2 Passed.**

**In the recent past and earlier also postman are educationally adequately qualified. Their nature of work is as under;**

- 2.02 (i) On attending duty the Postman arranges the letter en-route his beat, he also sorts and lists his beat letters just as Sorting Assistant does. So the nature of his work is akin to the work of **Sorting Assistant.**

(iii) After arranging beat letters and after collecting the Parcels Speed Post Letters, for delivery MO's for payment he carries the total weight of minimum 10 to 20 kg or even more to destinations. In the process of delivery he has to step up and down in many buildings with several wings and arms. **Thus he performs the additional Postal work of coolies.**

(iii) **The Postman has to move in beat locality comprising of numerous types of people. Good, bad or worst persons are to be met with.**

While in the process of delivery he bears the responsibility of identifying proper person while making the payment of MO, delivery of passport. Insured Regd. articles, Speed Post Letter etc. In fact, identification is a exclusive job of **Public Relation Inspector Postal in the Postal Assistant's cadre which is done by the Postman.**

(iv) Postman has to carry with him cash of MO and VPL. Insd letters etc. while on delivery beat. He has to move in different types of localities distantly placed with no escort or security. Now-a-days the movement of a person in cities as well as in suburbs, with the securities on has not only become risky but at times fatal also. Thus the Postman has to guard first the Govt Securities and then his life. So the **Postman functions as a Security guard also (additional work).**

(v) He has to maintain accurate account of MO cash, VPL Cash, unpaid cash and stationery cash. The said exact account is made over to the cashier/Treasurer of the office. In a sense he is also a mini cashier/treasurer, **which is Postal Assistant cadre.**

(vi) He has to list the articles meant for delivery which include Speed Post, MO, Regd. Letter. At times the listing is computerised. **The work akin to PA's work.**

(vii) Postman also **pick up letters** and other postal items from the office/residences of the public for booking in the office. So also he gives similar service for Speed Post Letter, Telephone Bills and others. These items of work are similar **to Postal Assistant's work.**

(viii) In the mofussil areas the Postman fetches business of RPLI, PLI and UTI. Factually, the work relates to **Postal Assistant cadre & DOPLI or PRI(P).**

(ix) Postman : Preparation of Registered Letters List.

(x) Postman : Preparation of Incentive, OTA bills.

(xi) **In future, the postman would be required to be literate in computer operation and application.**

(xii) **Post Office is required to inform the customer about the status of his MO, Speed Post articles, regd. articles parcels etc. by electronic devise.**

(xiii) While in the beat the Postman is proposed to do the pick-up services. The relevant information on this count is required to be feeded in the computer as the postman is earmarked for the said job.

2.03 The Postman of the Department not only does the job of delivery of various types of mails including Express Mails, EMS and other important articles. He also carries out the survey of Data collection, distribution of survey. Feed back and other official items in all kinds of hot, cold & rainy weather. It is like brisk travelling and the job is arduous one. The Postman in all respect equals the duty of Head constable of Police who is better placed than the expectations of the Postman Staff.

2.04 As Postal Assistant is an indoor Group C i.e. clerk so the **Postman may be treated as outdoor delivery clerk in Group C cadre.**

2.05 The Postman serves the Dept. throughout in all seasons winter, summer or rainy. He has to move through posh/polluted and perilous localities while discharging his duties. In a span of 8 hours he performs the work of 3 different types of 3 persons. 90% of clerical works and 10% of Postman Delivery Carrier. Taking all these factors into account the 6th Pay Commission is urged to approve basic pay of the Postman at Rs. 4000/- justifiably. For PAs recruitment and confirmation

10+2+Computer knowledge is must and passing of confirmation exam. However, these conditions are not applicable for further promotion. Besides, the PAs conduct their work. Assistant has to do single sided work at a time. Therefore, the demand by the Union should be Rs. 4000/- for the Postman equivalent to his work and in proportion to the basic pay of the Postal Assistant i.e. Rs. 4000/- as decided earlier by the Vth Pay Commission.

**For Recruitment 'PASS IN MATRICULATION' is must. But the Scale of Pay is depressing. Proposed demand is 10+2=12th (HSC) Passed.**

2.06 The previous five pay Commissions dismissed the claim of the Postmen for a better scale of pay on the plea of the minimum educational qualification, for recruitment of the Postmen, was prescribed as Middle Pass (English Standard). The Fourth Central Pay Commission has enhanced this and made a pass in Matriculation or its equivalent for recruitment as a Postmen with a depressed scale of Pay of Rs. 825-1200 and called it an improved scale of pay. Their claim is far away from the reality. The Fourth Central Pay Commission ignored the evidences of the Staff Side and accepted the deposition of the Official Side. The Fifth Central Pay Commission also ignore the gravity of service rendered by the Postman. It is hoped that the VI Central Pay Commission will consider the issue and do fair Justice to this cadre.

2.07 With all fairness, it can be said that the scale of pay proposed by the 5th Central Pay Commission was not an improved Scale and the cadre was not treated in the category of 'Skilled' work men. Several times the Union sponsored through JCM (Departmental Council), a case demanding re-classification of Postmen to that of skilled workers and the scale of pay should be fixed at par with a Lower Division Clerk. But nothing has been achieved so far. Knowledge of rules is a must to Postman cadre and they must treat themselves bound to P&T Manual Volume IV, VI and VII and several others P&T Guide Books. If they fail to adhere to those rules on the plea of ignorance, that cannot be considered and punishment will be imposed on them due to dereliction of duty. Moreover, some special features of work hazards, Skill Initiative, Responsibility and personal risks are also involved in Postman's day to day functioning.

(i) The delivery of articles to the addresses is the final act of Postmen outside the Post Office. Sometimes letters are inadequately or wrongly addressed, the correct delivery of those articles mainly depends upon the skill, knowledge and effectiveness of the Postmen. The Postmen are responsible for the correct and final disposal of all articles entrusted to him for delivery. His personal supervision and checking of error if cannot be corrected would result in wrong delivery of articles causing loss to the Department. The delivery of Postal Article is a hard task of Postmen's work in the places of criss-cross streets, blocks of flats, houses, office premises,

multistoreyed buildings, creates much hazards to perform delivery work. Many houses are there which are similar in name and style and the inmates.

(ii) Before effecting delivery of registered articles, money orders, insured letters, etc. require a careful check, accuracy and detailed knowledge not only of instructions but also actual persons at each address. The recipient must be known as permanent resident of the written address to the Postmen.

- 2.08 The performance of delivery of Postal articles by the Postmen should not be under-estimated. Facing all hazards of life and risking every thing. Postmen are functioning as executors, operators, clerks, supervisors and postmasters upto themselves outside the post office and that way they have earned the faith and confidence of the members of the public at large on Postal Service.

The qualities required for a Postman cannot be Judged from a simple yardstick of educational qualification at the entry point. The skill, memory and reliability in effecting delivery of thousands of letters to hundreds of addresses should be taken into consideration. The accurate delivery of Postal articles is the main criteria of the Postal Service. Taking all these factors into consideration, the VI Central Pay Commission, it is hoped, would do fair justice to this cadre of Postman, employees.

#### **Book of receipts for intimations notices delivered**

- 2.09 Every Postman must keep, in Form RP-53, a book of receipts for intimations and notices delivered in which, before proceeding on his beat, particulars and the following intimations and notices entrusted to him for delivery will be entered by the Postmaster, registration, parcel or money order clerk, as the case may be:

- (1) Intimations relating to insured articles.
- (2) Intimations relating to VP Articles exceeding Rs. 500/- in value.
- (3) Notices relating to Money Orders, payable to planters.
- (4) Notices relating to articles the contents of which have been damaged or appear to be contraband.
- (5) Intimations relating to registered articles and money orders for residents at hotels, clubs, etc.

and

- (6) Intimations relating to parcels, weighing above 5 kgs.
- 2.10 The Postman must himself write the name and address of the addressee or payee in the appropriate column and should deliver the intimations and notices with the receipts and acknowledgements in the case of insured articles and the

acknowledgement and coupons in the case of money orders to the addressees and payees, whose signatures should be taken in the book against the entire concerned.

- 2.11 In the case of higher value insured articles, which have to be delivered at the window of the Post Office, when the Postman delivers the addressee's receipts, the acknowledgement and the intimation to the addressee, he should ask the addressee to sign the addressee's receipt in form RP-31 or RP-1, as the case may be, in his presence who will endorse on the back to the effect that the addressee has signed the receipt in his presence.

### **INSTRUCTIONS FOR DELIVERY**

- 2.12 Each Postman's beat is fixed by the Overseer/Asst. Postmaster/Postmaster and he must on no account deviate from the beat prescribed. He is required to deliver, if possible, before he returns to the Post Office, all the articles entrusted to him for delivery to persons residing within the limits of his beats.
- 2.13 If the addressee of an article cannot be found at the given address, enquiry regarding his changed address should be made from the neighbours. If trustworthy information can be obtained, the Postmen should deliver the articles at the new address, if it happens to be in his beat or make a note of the new address on the article so that it may be made over to another Postman at the next delivery or re-directed to another Postman as the case may be. If sufficient information regarding the addressee cannot be obtained, the article should be returned to the Postmaster as '**unclaimed**'.
- 2.14 If the address of VP Articles taken out by the **Postmaster** for delivery is at home when the Postman calls and does not at once take delivery of it, the Postman should require the addressee to sign the receipt attached to the intimation to the addressee. The intimation should then be detached from its receipt and delivered to the addressee the receipt being pasted into the Postman's book of receipts for intimations and notices delivered against an entry of the number of article to which it relates which should be made in the book at that time.
- 2.15 If the addressee of a VP article, taken out by Postman for delivery, is known to be residing at the address marked on the article but is not at home, when the Postman calls on, the Postman should write a remark to that effect on the article. If the addressee is not known at home or delivery of the article cannot be effected when the article is given out for delivery for the second time, the Postman should deliver the intimation to an adult member of addressee's household or any other person who may be considered to be authorised to receive ordinary correspondence for the addressee under receipt to be obtained in the Postman's book of receipts for intimations and notices delivered, against an entry of the

number of the article to which relates, which he should make in the book at that time. If the person to whom the intimation is to be delivered is illiterate, the Postman should write the name of that person in his book of receipts for intimations and notices delivered and deliver the intimation in the presence of a witness whose signature should be obtained in the book.

### **REALISATION OF POSTAGE BEFORE DELIVERY**

- 2.16 A Postman is forbidden to delivery any article on which any postage or customs duty is due or any sum is to be recovered (as in the case of VP article) until the full amount to be recovered has been paid. He is not obliged to give change. If any un-necessary delay occurs in the payment of the charges recoverable on the article from the addressee, the Postman is authorised to take the article back to the Post Office, and report to the higher authorities.

### **ADDITIONAL DUTIES AND RESPONSIBILITIES**

- 2.17 i) Other than the delivery of postal articles, postmen have been imposed the responsibilities for vending stamps and stationeries door to door with a risk of carrying sale proceeds of the said articles.
- ii) Postmen have been imposed the responsibility of booking speed posts articles on the spot at the customers convenience. Speed Post distribution area has been extended in a vast area and 100% delivery of speed post articles within stipulated time has to be ensured.
- iii) A new responsibilities have been imposed upon the postmen i.e. address verification of voters relating to general elections, verification of addresses in connection with Reliance, BSNL, Hutch, UTI, RPLI, PL and Dept. going to introduced new scheme like mode of speed post through computer machine.

### **RESPONSIBILITY FOR CORRECT DELIVERY OF ARTICLES & PAYMENT OF MONEY ORDERS**

- 2.18 The Postman is responsible for the correct delivery of all articles and the correct payment of all money orders entrusted to him. In all cases of doubt, the Postman must satisfy himself as to the addressee's or payee's identity by making proper enquiries before delivering the articles or paying the money order.
- 2.19 In the case of un-insured registered articles of the letter mail and registered parcels, if the addressee is not personally known to the Postman delivery should be made in the presence of a respectable witness residing in the locality, whose

name should be noted on the receipt. In the case of insured articles for persons unknown to the Postman, the same procedure should be followed, but the witness in whose presence delivery is made must also be able to identify the addressee.

- 2.20 Money orders in favours of persons not permanently residing within the jurisdiction of the office of payment or personally unknown to the Postman should be paid only on satisfactory proof of the Identity of the claimant with the person named in the money order. The information obtained from the person who identifies the claimant must be such as will enable the officials of the post office to readily find the payee again in case mistake or fraud have occurred and with this object, the permanent address of the payee, as vouched for by the person who identifies him, must be noted on the money order by the identifier who should add his own address below his signature under the Identifier's Certificate printed on the money order form. If he refuses to comply with the request, the Postman should exercise greater care in accepting the identification as genuine. A Postman is not authorised to pay money order to any one personally unknown to him unless and until he has been satisfactorily identified by some trust-worthy person(s) known to the Postman and it must be understood that the statements of such persons are not to be accepted without full enquiry as to his actual knowledge of the claimant. He should always be asked to explain how he became acquainted with the claimant and how long he has known him. It should not be considered sufficient evidence of the right of a claimant of a money order that the money has been remitted in response to a telegram sent by him.
- 2.21 In any case in which the postman is not fully and clearly satisfied as to the addressee's or payee's identity, he should not make delivery or payment but adopt the safer plan of taking back the registered or insured article or money order to the post office at which the person who purpose of obtaining delivery or payment.
- 2.22 Whenever an article is delivered or a moneyorder is paid in the presence of witness or is taken back to the post office because the postman is not satisfied as to the identity of the claimant, the postman should report the circumstances immediately to the clerk concerned and also the postmaster. The precautions mentioned above are specially necessary in the case of articles and money orders for person not very well known but not so much in the case of articles for delivery or money orders for payment at the residence of well-known persons.

### **RETURN OF UNDELIVERED ARTICLES**

- 2.23 Postmen are required to return to the clerks concerned, at the hour fixed by the Overseer Postmaster, all the articles that they have been unable to deliver. A Postman may be in no circumstances keep the articles in his possession for

more than twenty-four hours. When a paid unregistered article or a registered article of the letter or parcel mail or a money order entered in the Postman's Book (M-27) is brought back undelivered or unpaid, a remark stating why it was not delivered or paid should be written briefly but legibly on the address side by the Postman who should also note under his dated initials the number of the article and copy the remarks in his book or on the delivery slip. If there are reasonable grounds for thinking that a return article can be delivered at the next delivery, it may, after examination, be handed back to the Postman.

- 2.24 Undelivered unregistered articles of the letter mail must be returned by the Postman to the Postmaster or to official to whom this duty of the Postmaster has been delegated.

**Note\*** If the address of a V.P. article refuses to take delivery of the intimation relating the articles, when it is presented to him, the Postman should note this fact under his dated initials as well as his number on the intimation.

#### **PAYMENT OF POSTAGE AND SUMS REALISED FROM THE ADDRESSES**

- 2.25 The postage due on articles of the letter mail returned by cash Postman will entered in the postage account by the Overseer A.P.M. Postmaster and the delivery clerk will deduct this amount from the amount of postage charged therein each Postman and strike a balance. The Postman must pay the amount of this balance at once in cash to the Treasurer who will initial the postage account in acknowledgement of having received the money.

#### **PENALTIES FOR DETAINING ARTICLES**

- 2.26 A Postman who wilfully detains or delays any Postal article in his possession or who return an article falsely representing it as undeliverable, renders himself liable to serve penalties under the Post Office Act, and also under the Rules of the Dept., and the CCS (CCA) Rules 1965.

#### **PENALTIES FOR NEGLECT OF DUTY**

- 2.27 A Postman found guilty habitually loitering on his beat or employing the agency of unauthorised person or persons unconnected with the Post Office to deliver articles entrusted to him for delivery or otherwise neglecting his duty, is liable to removal or prosecution in a Court of Law under the Post Office Act.

2.28 The Rules reproduced above are only connected with Money Order disposal. The Commission may call for the below noted rules printed in Volume VI, Part I relating to work of Post Office connected with Postman:

- (a) Chapter 4 - Delivery Department
- (b) Chapter 5 - Deposit Department
- (c) Chapter 6 - Registration, Parcel and Insured Department
- (d) Chapter 7 - Money Order Department
- (e) P&T Guide - Part II - Rulings
- (f) Post Office Act - To determine the skill, ranking, classification and the pay of Postman\*

2.29 On the basis of all the materials submitted by us, the Commission, we expect, would classify the duties of Postman as Skilled rather than as a Semi-skilled. The official spokesman may plead in favour of retention of the existing parity among the categories now on the scale of pay of Rs. 3,050-4,590 (semi skilled). By the Vth Central Pay Commission, we urge, should make an independent assessment taking all the factors into consideration and then recommend a scale of pay justifiably at a level of a **skilled worker**. It is to be ensured that the Postman do not remain a neglected lot as has happened in the Vth Pay Commission. It is to be borne in mind that the Postman is categorized in Group C category. Consequently, he is entitled to get appropriate pay scale commensurate with his category. In Group C category there are three linear scales of Pay i.e. LDC, Time Scale Clerk & UDC. Naturally, the Postman may be placed in the said two categories for upgradation of Pay. So, the Postman's Pay Scale should be devised for upgradation from LDC to Time Scale Clerk with admissible allowance. **We suggest a Basic scale of Pay of Rs. 13000-400-19000 to the Postmen.**

## (2) Village Postman

2.30 Village Postmen delivers goods and goes door-to-door for selling of stationery, PLI, RPIL business and work. He picks up articles and booking of articles is done by him in absence of PA. Village Postman does all types of work.

In regard to the Village Postman, no doubt the strength rapidly going down but the existing staff who are required to perform duties can be termed as 'Travelling Post Office'. The job of Village Postmen is very intricate and its full range can be known if the Chapter on Sub Accounts, printed in P&T Manual, Volume VI, Rules 649, 650, 650A, 651 652, 653, 654, 655, 656 and 657 are read carefully. We have not reproduced these rules and expect the Commission would obtain

the relevant information from the official sources. **We suggest a Basic scale of Pay of Rs. 13000-400-19000 to the village postman.**

### **(3) Stamp Vendors**

- 2.31 This is an exclusive category in the Postal Dept. The individual is selected from amongst the postman, qualified for the job. At times preference is also given to the deserving handicapped official. The nature of work done by the Stamp Vendor (Departmental) is of significant importance because it is one of the revenue earning sources. A Stamp Vendor is required to obtain the permissible postal stationery according to his status of bond from the treasury and arrange to sell it at the PO counter to the member of public. He is required to maintain the accurate account of sales of the postal stationery. The postage stamps are in various denominations. So, the work of stamp vendor is like a Postal assistant in major part. Any new scheme launched for revenue enhancement by the Govt, the S/V has a major role to play as he is in direct contact with the member of Public at the Counter of PO. Looking at his nature of work it is suggested that his payscale deserves to be drawn at the minimum of Rs. 4000/- with three promotions as suggested by us in respect of Postman cadre. **We suggest a Basic scale of pay of Rs. 13000-400-19000 to the stamp vendors.**

### **(4) SORTING POSTMEN**

- 2.32 (i) The Post of 'Sorting Postmen be redesignated as 'Beat Sorter'. He has to perform the duty of perfect sorting of letters with maximum speed to send postal articles for delivery according to scheduled timings. He is to leave home in early hours to resume his duty and stay in the office to perform split duties for which he has to incur extra expenditure due to additional trips on each spell of his duty.

(ii) The TBOP promotion for the Postman should start at Rs. 4500/- because the Time Bound Promotion Scheme in Postal Department is deferred from ACP. For ACP no maching saving given whereas for Time Bound Promotion Scheme Postal Staff is given maching saving 6% to operative staff and 20% to supervisory staff like overseer/Stg. Postman etc. Secondly, they are having these promotions after 16 and 26 years and not 12 and 24 years as in ACP scheme.

Normally, a Postman in TBOP functions as a **sorting Postman**. The sorting Postman has to sort the articles, according to the beat wise, for total number of beats in the office. For this type of work he is required to read the address of the articles in full and if any erroneous address code number is noticed he has to ensure that the article goes to the correct beat postman or the correct destination.

In contrast the **Sorting Assistant does only pin code wise sorting**. So the work of sorting postman is equivalent to the work of the Sorting Assistant. The postman is elevated as a sorting postman after 16 years of service. So, he is entitled to get Rs. 4500/- basic like those of Sorting Assistant as envisaged in the Vth Pay Commission. Union must address this point.

(iii) Sorting Postman is required to possess the full knowledge of all the best addresses in the jurisdiction of his PO. If any mis-sent article or Group D mis-coded article is found by him in the process of sorting he is required to re-direct the article at the correct destination with minor corrections needed. In the process of sorting he is required to read full address for correct sorting. By continuous process of reading under variation of sun-light his eyes are strained and thus prone to be liable for eye-treatment. **He should be put in the Basic payscale of Rs. 16000-450-24500.**

## **5. DUTIES AND RESPONSIBILITIES OF OVERSEER/HEAD POSTMAN/CASH OVERSEER AND MAIL OVERSEER**

2.33 The Overseer/Cash Overseer/Head Postman/Mail Overseer are all pretty senior officials. They have completed 26 years of sincere and obedient service to the Dept./Public Overseer is also a middle link between the PM/SPM and Postman and Group D staff. Half of the office is managed by the Overseer. He makes the arrangement of the Postman for different beats. Arrangement of Group D. At times he goes in the different beats for either correct delivery of the articles brought back with remarks, does the verification of address and also escorts the Public Relation Inspector (Postal) in conveying cash to and fro from the Office when the extra cash is needed for the payment. Thus the over-seer perform the part duties of those of SDI/ASP. Hence, Overseer/Cash Overseer may be placed at Payscale 5500/- which is 2nd Time Bound Promotion BCR. Proposed scale of Rs. 18000-500-29000.

### **5A. OVERSEER POSTMAN**

2.34 The Overseer Postman post is a promotional grade from Senior Postmen. They use to perform the nature of duties as like Public Relation Inspectors. He is to submit his diary of the work done during the day to the Postmaster. The Overseer Postmen are mainly entrusted to supervise and check the work of Postmen. He is also to verify the payment of certain percentage of money orders paid to the payees by the Postman attached to Post Offices in his jurisdiction. Particulars of the money orders verified by him and the result of the verification should be recorded. **Proposed Basic payscale 18000-500-29000.**

## **5B. HEAD POSTMAN**

2.35 The duties of Head Postman are as under (Source - P&T Manual Volume VI, Part III. Rule 691)

(i) In the larger offices there are usually one or more Postmen designated as Head Postmen who are trusted with the duty of paying of TMOs and conveying money to and from the Treasury, Sub-Treasury or town Sub-Offices, Head Postman may also be required to take out for delivery articles that have been returned by the other Postmen as unclaimed or refused and to take up the work of any Postman who are temporarily absent.

(ii) For the sake of greater security, a Head Postman may be ordered by the Postmaster to accompany the Postman to whom several insured articles or money orders of considerable aggregate value have been made over for delivery or payment.

(iii) Head Postman may be employed to make enquiries into minor complaints, verify payment of money orders and test the work of Postmen and letter box peons whom they can be spared for such purpose.

2.36 The post of Head Postman is a promotional grade from senior most Postmen. He has to perform certain duties entailing check and supervision over the performance of Head Postmen. Proposed payscale - Rs. 18000-500-29000

## **5C CASH OVERSEER**

2.37 Cash Overseer has to convey on his person cash worth lakhs of Rupees unescorted. The said cash is collected from the sub Post Office, bank and deposited in the nominated Post Offices/Banks. In the context of the present vulnerable conditions around, the work done by the cash over-seer is not only risky but it is awfully terrible.

The duties of Cash Overseer are very well defined in the Rules. The duties prescribed by the Department for Cash Overseers are detailed in Chapter 10 of P&T Manual Volume VI, Part III. We are reproducing only one Rule out of many which are relevant to the duties assigned to a Cash Overseer. The Commission may peruse the Rule 583-A of P&T Manual Volume VI, Part III, which reads as under. However, the Cash Overseer is excluded for payment of cash handling allowance. He is rightly entitled for the said allowance. His grade therefore be fixed in BCR at Rs. 5500/- because the cash overseer perform, the duty which ought to have performed by the ASP cadre, **we propose Basic payscale of Rs. 18000-500-29000.**

**LIMITS FOR REMITTANCES BY VARIOUS  
MODES OF CONVEYANCE**

For remittances of cash by different modes of transport such as Railways, Motor Vehicles, Tongas, Boats, etc. the following (not quoted) limits should be considered normal. These limits can be increased where necessary, in consultation with the police authorities. The intention is that normally given limits apply unless the Head of the Circle has reason to believe that it will not be safe to entrust cash upto the limits or that conditions on the route are, such as to permit a higher limit. Ordinarily, consultation with the Police should be necessary only when it is proposed to go beyond the normal limits or prima facia there is reason to feel that due to any special circumstances such as the route going through thick jungle, dangerous area or a sparsely populated area, a lower limit may be fixed keeping in view the mode of transport used.” Currently, MH, AP and other Circles Cash Overseer are in **handling cash of many lakhs of rupees without police escort. This is very risky work of Cash Overseer.**

- 2.38 The standards prescribed for creation of posts of Cash Overseers are left to the discretion of the Postmasters General. The standard thus prescribed by the Postmaster General, West Bengal Circle, reproduced below amply testify the nature of the work performed by the Cash Overseer.

**INDIAN POSTS AND TELEGRAPHS DEPARTMENT  
OFFICE OF THE POSTMASTER GENERAL, WEST BENGAL CIRCLE  
CALCUTTA-700 001**

To,  
All Sr. Supdt/Supdts. of POs  
in West Bengal Circle

No. EST/A-Z/69/Rlg/79

Dated, the 19-2-81

**Subject : Norms for sanction of posts of Cash Overseers**

The Postmaster General, West Bengal Circle, Calcutta has approved the following norms for sanction of posts of Cash Overseers:

All the Cash Overseers (Head Office or Sub-office) will maintain log book in the proforma enclosed hereto for one month and submit statements in the proforma to the Divisional Superintendents. The log book should be maintained and proforma reports sent for a month except the month(s) and reason for posts of Cash Overseers

resanctioned. The Divisional Supdt. will cause verification of the statements and log book maintained and assess the work hours. In Part I and II of the Statement B, the cash cleared from/conveyed to the Town Offices by the Sorting Postmen/Head Postmen/Overseer Postmen should not be included. The cash conveyed with Police or other escorts should be taken as one trip irrespective of the amount involved.’

- 2.39 Taking the hard tasks of cash conveyance, through thick jungles, dacoit infested areas during nights, etc. The Commission, we expect, would concede our demand in respect of Cash Overseers. We have suggested a scale of pay for Cash Overseer elsewhere in this Memorandum.

#### (5-C) Overseers (Mail Overseers)

- 2.40 In the P&T Manual Volume VIII, Part III, Chapter 7, the duties of Overseers commonly known as Mail Overseers in the Postal Service are published. We have also reproduced the entire Chapter 7, containing the duties and responsibilities of this category. The Commission, we hope, will appreciate and give a proper weightage to the enormous responsibilities shouldered by Mail Overseers in performing their duties.

- 2.41 **Duties of Overseers :** (i) The Overseer is primarily responsible for the efficient working of the Mail Line or lines under his charge, but he may also, under the orders of the Head of Circle, be required to convey or escort remittances of cash between two offices either under a regular system or as occasion arises. He will be held personally responsible that the mails are conveyed at the prescribed rate of speed. He must constantly travel over his beat to supervise the beat workers and to satisfy that the proper number are always present at the different stages when the mail arrives. Where huts are provided for beat workers, the overseer must see that they live in them and not in the neighbouring villages and that where there are no hut at a stage, the beat workers must await the arrival of mail at some selected spots. Should an Overseer, at any time notice any damage to a telegraph line, the nature and position of the accident should be reported by him at once to the nearest post office. The Beat-men should be instructed to similarly report any damage noticed by them. Where the cash conveyance work is heavy, the Head of Circle may sanction Overseers exclusively for such work. They will be designated as Cash Overseers. It is, however, open to the Head of Circle to specify any other duties to be attended to in addition to Cash Conveyance.
- ii) Mail Overseer, performs inspection of 20 and more BOs SOs in a month. He has to travel long distance in the mofussil areas comprising of hills, rivers, raw

roads with no facility of conveyance or escort. When he is delayed he has to take a shelter somewhere during night hours. If the mail overseer dares to find and notify the errors to BPM/SPM of the local office he runs a risk of assault/attack by the locals. Specially, so in the remote localities as the locals are quite unaware of the Postal Rules and Regulations. However, the Mail Overseer is duty bound to furnish the inspection report to the SDI/ASP/SP/SSP. So, the work of the Mail/Overseer carries great importance. However, no TA DA is paid to Mail Overseer. In fact, he should be paid not only TA/DA but should also be given the BCR grade in the Rs. 6500 which may be given as 3rd Promotion. **We propose Basic payscale of Rs. 18000-500-29000.**

**(iii) Mail Overseer : Examination of VP and Insured Articles and Money Orders in Deposit in Branch Offices**

Whenever an Overseer visits a Branch Office for any purpose, he should examine all the insured and VP articles and money orders in deposits and satisfy himself that they agree with the entries made in the branch office journal and that no article or money order has been detained without justification and that no article bear any sign of damage or tampering. If any V.P. articles have been delivered before the Overseer's visit and if the receipts signed by the addressees are in a branch office/the Overseer should verify the correctness of the dates or delivery show in the receipt.'

**(iv) MAIL OVERSEER'S BEAT**

- 2.42 The beat of an Mail Overseer will be arranged by the Supdt. and will comprise the main lines (main and branch) placed under his charge and the office (if any) that he is required to visit in connection with cash remittances. One of the office situated in the beat will be selected by the Superintendent as the Mail Overseer's Central Office and he will be required to return to that office regularly at fixed intervals.

The Superintendent will furnish each Mail Overseer with a route statement showing the period to be occupied by the Circuit of the lines which he has to be supervise and the offices (if any) which he has to serve in connection with the transport of cash, the dates in each month or the day or days of week on which he must be at his Central Office in order to begin each circuit and the lines and Dames of the offices (if any) to be visited during the circuit, arranged in the order in which they are to be visited. The Mail Overseer will not be required to visit each line or office on a particular day but he will be required to visit in the time fixed, all the lines and offices shown in his route statement. It may not be possible in every case of the overseer to complete his circuit within the prescribed time owing to his having to proceed to another part of his beat in

order to enquire into a loss case or make mail arrangement etc. But whenever this is the case, an explanation should be given by the **Overseer in his diary.**'

2.43 The categories of staff whose duties and responsibilities have been explained in the above paras are promoted from the cadre of Postman and interchangeable periodically. They are at present placed in a most depressed scale of pay. We, therefore, suggest the pay scale of **Rs. 16000-450-24500** on the promotion under (TBOP) Time Bound Promotion after completion of 16 years and suggest the **Pay scale of Rs. 18000-500-2900** on the B.C.R. Scheme after completion of 26 years of service to the below noted categories:

- (1) Head Postman
- (2) Sorting Postman
- (3) Overseer Postman
- (4) Reader Postman
- (5) Departmental Branch Postmaster
- (6) Cash Overseers
- (7) Mail Overseers

#### **CONSERVANCY/SANITARY INSPECTORS/CARE TAKERS**

2.44 These posts are filled up by selection from among the persons below the rank of the categories noted above. They should possess knowledge of English and the local Regional language of the Middle School Standard. Controlling capacity over Class IV staff, capacity to look after the proper maintenance of the office buildings, garden, sanitation and knowledge of the fire fighting equipment is judged by a Departmental Promotion Committee, consisting of Head of the Office and two gazetted officers. On selection, they will be placed on years probation. We suggest the above categories may be given a proper ranking along with the posts viz. Sorting Postmen and allied cadres for the purpose of pay and allowances or the posts may be merged with the existing categories of staff, Sorting Postmen etc. and the line of advancement for promotion may be from the senior-most Postmen.

## CHAPTER III

## PROMOTION

### **PROMOTION**

- 3.01 The general question of minimum three promotions in one's service career advocated by the Federations is endorsed by the Union. As regards the promotion of officials from the cadre to another by competitive test/Examination the promotional avenues available at present should be maintained.

#### **PROMOTIONS TO GROUP 'D' CADRES**

##### **(i) NON TEST GROUP 'D'**

- 3.02 The Non-Test Category Group 'D' Officials are getting ACP-I Promotion on completion of 12 years of service and ACPII promotion on completion of 24 years of service. This promotional scheme is working very hard on the officials of Non-Test Group 'D' categories. We/therefore, proposing ACP three Promotions during one's career without matching savings. As regards the present scheme, we emphatically demand extension of the same to the Non-Test Group 'D' officials, the so-called common categories etc. Their pay scale in the revised scheme may be **Rs. 9000-225-14000** on 1st ACP-I Promotion, ie after 10 years of service, **Rs. 9500-250-15000** on 2nd ACP-II promotion under ie after 20 years of service, and **Rs. 10000-300-16000** on 3rd ACP-III Promotion under ACP III ie. after 25 years of service retaining retirement age at 60 years.

##### **(ii) TEST CATEGORY GROUP D**

- 3.03 The Test Category Group 'D' officials are getting one Time Bound Promotion on completion of 16 years of service and BCR promotion on completion of 26 years of service. This promotional scheme is unjustifiable on the officials of Group D categories. We therefore propose Time Bound Three Promotions during one's career without Matching Savings. As regards the present scheme we emphatically demand extension of the same to the Test category Group D officials. The so called Common categories etc.

Their Payscale in the revised scheme may be **Rs. 10000-300-16000** on 1st promotion ie after 10 years of service, **Rs. 13000-400-19000** on 2nd Promotion ie after 20 years of service and **Rs. 14500-425-22000** 3rd promotion ie after 25 years of service retirement age at 60 years.

**(iii) PACKERS TEST CATEGORY GROUP 'D'**

- 3.04 The Packers Test Category Group 'D' Officials : are getting one Time Bound Promotion and on completion of 16 years of service and BCR Promotion on completion of 26 years of service. This promotional scheme is not justifiable for Packers Test categories Group D, we therefore proposing. Three Time Bound Promotions during one career without conditions of matching savings. As regards the present scheme we emphatically demand extension of the same to the Packers. Test Group 'D' officials. The so called Common categories etc. Their pay scales in the revised scheme may be **Rs. 13000-400-19000** on 1st promotion ie after 10 years of service, **Rs. 14500-425-22000** on 2nd promotion ie after 20 years of service and **Rs. 16000-450-24500** on 3rd promotion ie after 25 years service retaining retirement age at 60 years. The Indian future panorama in fast changing economy may be kept in view.
- 3.05 At one time of implementation of Group 'D' Pay scale in Post Office under revised Pay Rule 1997 (Vth Pay Commission) the general unskilled scale as 2550-3200 was granted. However, considering the nature of Job in case of Group D (skilled) and risk the responsibilities of post Office this scale. Should be same as 3050-75-3950-80-4590 the corresponding to the higher scale the following scale must be granted the time of implementation of 6th Pay Commission.
- 3.06 Example of the (Non Test, Test & Packers) proposed Pay Scales are shown below for employees under Group D & Postmen Cadre in connection with Revised Pay Scales to be granted by the 6th Pay Commission with effect from 1-1-2006.
- 3.07 It is proposed to Calculate the emoluments as under;

Pay Granted by Vth Pay Commission + D.P. (50% of Pay) + Installment of I.R.- Nil + D/A 24% as on 31-12-05 (+) Increase 60 % on basic pay D/P.

At the time of implementation of Group 'D' Pay Scale in Post Office under revised pay rule - 1997 (Vth Pay Commission) the general unskilled scale as Rs. 2550-3200 was granted. However, considering the nature of job in case of Group 'D' (unskilled) of Post Office this scale should be same as 2650-70-4400 and the corresponding to the higher scale the following scale must be granted at the time of implementation of 6th Pay Commission.

### 1. Semi-skilled Workers NTC Group D

NTC 8 hours Duty & NTC 12 hours Duty Group D

Scale of Pay (Vth Pay Commission S-3) Rs. 2650-65-3300-70-4000.

$$\text{Pay} + \text{DP} + \text{DA} + 60\% (\text{Pay} + \text{DP}) + \text{IR}$$

$$\text{For Minimum} = 2650 + 1325 + 835 + 2385 + 7195 + \text{IR} = 8000$$

$$\text{For Maximum} = 4000 + 2000 + 1260 + 3600 + 10860 + \text{IR} = 12400$$

**Proposed NTC Group D Basic payscales S1 Rs. 8000-200-12400,**

i) ACP-I = NTC Group D Completion of 10 years of Service

(Scale of Pay Vth Pay (PC S-4) 2750-70-3800-75-4400

$$\text{Pay} + \text{DP} + \text{DA} + 60\% (\text{Pay} + \text{DP}) + \text{IR}$$

$$\text{For Minimum} = 2750 + 1375 + 990 + 2475 = 7590 + \text{IR} = 9000$$

$$\text{For Maximum} = 4400 + 2200 + 1584 + 3960 + 12144 + \text{IR} = 14000$$

**Proposed NTC Group D ACP-I Promotion Scale = Rs. 9000-225-14000.**

ii) ACP - II = NTC Group D Completion of 20 years of Service.

Scale of Pay (Vth CPC S-5) 3050-75-3950-80-4590

$$\text{Pay} + \text{DP} + \text{DA} + 60\% (\text{Pay} + \text{DP}) \text{ Total} = \text{IR}$$

$$\text{For Minimum} = 3050 + 1525 + 1098 + 2745 = 8418 + \text{IR} = 9500$$

$$\text{For Maximum} = 4590 + 2295 + 1653 + 4131 = 12669 + \text{IR} = 15000.$$

**Proposed NTC Group D ACP II Promotion Scale = 9500-250-15000.**

iii) ACP III NTC Group D Completion of 25 years of Service

Scale of Pay (Vth (PC S-6) 3200-85-4900/-.

$$\text{Pay} + \text{DP} + \text{DA} + 60\% (\text{Pay} + \text{DP}) - \text{Total} + \text{IR}$$

$$\text{For minimum} = 3200 + 1600 + 1152 + 2882 - 8832 + \text{IR} = 10,000$$

$$\text{For maximum} = 4900 + 2450 + 1764 + 4410 - 13524 + \text{IR} = 16,000$$

**Proposed NTC Group 'D' ACP-III Promotion Rs. 10,000-300-16000.**

## 2. SEMI-SKILLED TEST CATEGORY GROUP 'D'

At the time of implementation of Group D Pay Scale in Post Office under revised pay rule - 1997 (Vth Pay Commission) the general unskilled scale as Rs. 2550-3200 was granted. However, considering the nature of job in case of Group 'D'. (Semi Skilled) of Post Office this scale should be some as 2750-70-4400 and the corresponding to the higher scale the following scale must be granted the time of implementation of 6th Pay Commission.

Scale of Pay (Vth Pay Commission S-4) = 2750 - 70 - 3800 - 75 - 4400

Pay + D.P. + D.A. + 60% (Pay + DP) + IR = Total

(i) For Minimum = 2750 + 1375 + 990 + 2475 = 7590 + IR = 9000

(ii) For Maximum = 4400 + 2200 + 1584 + 3960 + 12144 + IR = 14000

For Group D

**Proposed Test Category Group 'D' Basic payscale Rs. : 9000-225-14000**

i) **1st Financial Upgradation** (Promotional) Test Group D Completion of 10 years of Service.

Test Group D (3050-75-3950-80-4590)

Pay + DP + DA + 60% (Pay + DP) = Total + IR = New Pay

For Minimum = 3050 + 1525 + 1098 + 2745 = 8418 = 9500

For Maximum = 4590 + 2295 + 1653 + 4131 + 12669 + 15000

**Proposed Group 1st Promotion Scale Rs. 9500 - 250 - 15000**

ii) **2nd Financial Upgradation** (Promotion) Test Group D Completion of 20 years of service

(3200 - 85 - 4900)

Pay + DP + DA + 60% (Pay + DP) = Total + IR = New Pay

For Minimum = 3200 + 1600 + 1152 + 2882 = 8832 + IR = 10000

For Maximum = 4900 + 2450 + 1764 + 4410 = 13524 + IR = 16000

**Proposed Test Group D 2nd Promotion Scale - Rs. 10000 - 300 - 16000**

iii) **3rd Financial Upgradation** (Promotion) Test Group D Completion of 25 years service (4000 - 100 - 6000)

Pay + DP + DA + 60% (Pay+DP) = Total + IR - New Scale

For Minimum = 4000 + 2000 + 2400 + 3360 = 11760 + IR = 13000

For Maximum = 6000 + 3000 + 3600 + 5400 = 18000 + IR = 19000

**Proposed Test Group 'D' 3rd Promotion Scale Rs. 13000-400-19000**

### 3. SKILLED GROUP 'D' PACKERS

S-3 At the time of implementation of Group D Pay scale in Post-office under revised Pay Rule-1997 (Vth Pay Commission) the general unskilled scale as Rs. 2550-3200 was granted. However, considering the nature of job in case of Group D PACKERS Skilled Category of Post Office the scale should be same as 3050-75-3950-80-4590 and the corresponding and Principal Cat and UP held on Supreme Court Division to the higher scale the following scale must be granted at the time of implementation of 6th Pay Commission.

#### **Scale of Pay (Vth Pay Commission S-5) : 3050-75-3950-80-4590**

Pay + DP + DA + 60% wages

For minimum = 3050 + 1525 + 1098 + 2745 = 8418 + IR = 95000

For maximum = 4590 + 2295 + 1653 + 4131 - 12669 + IR = 15000

#### **S-3 Proposed Group 'D' Packers Basic payscale = S-3 - Rs. 9500-250-15000**

i) **1st Financial Upgradation** (Promotion ) Group 'D' Packer.

Completion of 10 years of service

Scale of Pay (Vth Pay CPC S-6) 3200-85-4900

Pay + DP + DA +60% (Pay + DP) + IR

For minimum = 3200 + 1600 + 1152 + 2882 = 8832 + IR = 10,000

For maximum = 4900 + 2450 + 1764 + 4410 = 13524 + IR = 16000

#### **Proposed Group 'D' Packer 1st Promotion Scale = 10,000-300-16000.**

ii) **2nd Financial Upgradation** (2nd Promotion) Group D Packer.

Completion of 20 years of service.

Scale of Pay (Vth Pay CPC S7) Rs. 4000-100-6000

Pay + DP + DA +60% (Pay + DP) + IR

For minimum = 4000 + 2000 + 2400 + 3360 = 11760 + IR = 13,000

For maximum = 6000 + 3000 + 3600 + 5400 = 18000 + IR = 19000

#### **Proposed Group 'D' Packer 2nd Promotion Scale = Rs. 13,000-400-19000.**

iii) **3rd Financial Upgradation** (3rd Promotion) Group D Packer.

Completion of 25 years of service.

Scale of Pay (Vth Pay CPC S-8) Rs. 4500-125-7000.

Pay + DP + DA +60% (Pay + DP) + IR

For minimum = 4500 + 2250 + 2700 + 3860 = 13310 + IR = 14,500

For maximum = 7000 + 3500 + 4200 + 6300 = 21000 + IR = 21000

#### **Proposed Group 'D' Packer 3rd Promotion Scale = 14,500-425-22000.**

## PROMOTIONS TO POSTMAN CADRES

The Postmen in Post Office are being appointed with minimum qualification of Matriculation or Madhyamik proposed to be revised to 10+2=12 Std. and they are skilled worker which was recommended by 4th Pay Commission. As such they are entitled to get the pay scale at par with LD Clerk. As such the pay scale was revised from 2750-4400 to 3050-4950 at the time of implementation of 5th Pay Commission. The pay scale 3200-4900 was granted to Time Scale Clerk. So it is proposed to grant the corresponding Pay Scale of Rs. 4000-100-6000 in case of Postman Cadre at the time of implementation of 6th Pay Commission as follows:  
Postman Basic Scale of Pay (Vth Pay Commission S-7) - Rs. 4000-100-6000.

$$\text{Pay} + \text{DP} + \text{DA} + 60\% (\text{Pay} + \text{DP}) = \text{Total}$$

$$\text{For minimum} = 4000 + 2000 + 2400 + 3360 = 11760 + \text{IR} = 13,000$$

$$\text{For maximum} = 6000 + 3000 + 3600 + 5400 = 18000 + \text{IR} = 19000$$

**Proposed Postman Basic payscale = 13,000-400-19000.**

i) **1st Financial Upgradation** (Promotion) of Postman Completion of 10 years of service

Scale of Pay (Vth CPC S-8) - Rs. 4500-125-7000

$$\text{Pay} + \text{DP} + \text{DA} + 60\% (\text{Pay} + \text{DP}) = \text{Total}$$

$$\text{For minimum} = 4500 + 2250 + 2700 + 3788 = 13238 + \text{IR} = 14,500$$

$$\text{For maximum} = 7000 + 3500 + 4200 + 6300 = 21000 + \text{IR} = 22000$$

**Proposed Postman 1st Promotion Scale = 14,500-425-22000.**

ii) **2nd Financial Upgradation** (Promotion) of Postman Completion of 20 years of Service.

Scale of Pay (Vth CPC S-9) Rs. 5000-150-8000

$$\text{Pay} + \text{DP} + \text{DA} + 60\% (\text{Pay} + \text{DP}) = \text{Total}$$

$$\text{For minimum} = 5000 + 2500 + 3000 + 4200 = 14700 + \text{IR} = 16,000$$

$$\text{For maximum} = 8000 + 4000 + 4600 + 6720 = 23320 + \text{IR} = 24500$$

**Proposed Postman 2nd Promotion Scale = 16,000-450-24500.**

iii) **3rd Financial Upgradation** (Promotion) of Postman. Completion of 25 years of service.

Scale of Pay (Vth CPC S-10) Rs. 5500-175-9000

$$\text{Pay} + \text{DP} + \text{DA} + 60\% (\text{Pay} + \text{DP}) = \text{Total} + \text{IR}$$

$$\text{For minimum} = 5500 + 2750 + 3300 + 4950 = 16500 + \text{IR} = 18,000$$

$$\text{For maximum} = 8000 + 4500 + 5400 + 8100 = 28000 + \text{IR} = 29000$$

**Proposed Postman 3rd Promotion Scale = 18,000-500-29000.**

## CHAPTER IV

### ALLOWANCES

#### (1) **KIT ALLOWANCE/UNIFORM ALLOWANCE**

- 4.01 In Postal, uniforms are not being supplied to excluded category of staff. These categories of staff also require protective clothings. The Commission may take a serious note to the pointed issue. The need for ensuring timely supply of uniform. Delay in supply of uniforms has become a common feature. The cloth of uniform is of very inferior quality.
- 4.02 The stitching charges payable are inadequate. The Commission may make a specific recommendation to pay a Kit allowance in lieu of Government supply to remove all the deficiencies. By giving an uniform kit allowance, leaving it to the employees to have their uniforms stitched in conformity with the regulations.
- 4.03 The warm garments are supplied by the Govt. according to standard size stitched. The supply of ill-fitting warm uniforms is highly resented by the staff. The cloth received for warm uniforms is of a very inferior quality.
- 4.04 The nursing staff are at present given kit allowance. The outfit allowance is granted to the army personnel. The ranks of Assistant Sub-Inspectors, Senior Rakshak and Raksaks in the Railway Protection Force (RPF) are paid out-fit allowance.
- 4.05 We, therefore, suggest that the staff of the Postal should also be sanctioned kit allowance to stitch/purchase of:
- (1) Summer Uniform
  - (2) Winter Uniform
  - (3) Warm Great Coats
  - (4) Rain Coats
  - (5) Warm Jersy
  - (6) Umbrellas
  - (7) Woollen Socks
  - (8) Chappal/Shoes and
  - (9) Postman bags and all other kit items.
- 4.06 The periodicity of footwear, warm garments, uniforms, umbrellas, raincoats etc. should be lessened.

- 4.07 **Supply of Uniforms :** Presently, two uniforms are supplied for two years. Since the colour and quality of the blue uniform supplied do not last long, there is a necessity to wash them twice a week. Resultantly, the uniform gets torn and worn out within stipulated time. So, at least these uniforms including **pants, shirt, boots, socks, saris and petticoats** are necessary per year. The Postman is a public figure so they should appear smart and tidy.
- 4.08 **Supply of Belt and Boots :** There is a need to up-keep a Postman in all respect. So, a shabby Postman with untidy wears does not appeal. If he is supplied with quality belts, socks and boots it will go a long way to upgrade the image of PO and also would fetch attractive revenue to the Government. Presently, chappals supplied to the Postman and Group D are of inferior quality usable only **in non-rainy season**. So, if separate pairs for **rainy and dry seasons**, much economy would be achieved by belonging supply time.
- 4.09 The rate of washing allowance is too meagre. The Federations, representing common categories, have demanded higher rate of washing allowance. We agree with their demand.
- 4.10 **Special Pay and Allowances :** (i) **Cash handling allowance to the Postman/ Stamp Vendor :** It is known that the Cashier/Treasurer in the PO is being paid cash handling allowance. However, the postman who risks to move in vulnerable (presently all localities) with cash/securities is not paid any such amount. Compared to the situation and the security enjoyed by the Treasurer/Cashier in secured room, the Postman's position is quite risky and vulnerable. So, the Union demands to pay cash-handling allowance to the Postman handling the cash appropriate allowance to the Stamp Vendor. This Union demand **Rs. 300/-** per month.
- (ii) **Risk Allowance to Group D handling Insured Articles :** The Group D working at the Insured Point have to be extra careful and cautious while handling insured items. He has to exercise extra care in seeking sealing and closing of bags. So, he is entitled for risk allowance. This Union demands **Rs. 225/-** per month.
- (iii) **Machine operating allowance to Group D, doing the work of Xerox, Printing, Franking and Cutting Machine :** Since the Group D doing this job is supposed to know primary technicalities, he is to be considered for the said allowance. This Union demands **Rs. 250/-** per month.
- (iv) **Machine allowance to stamp vendor :** The Stamp Vendor, operates the Franking Machine which is a responsible job so a separate machine allowance be paid to the S/V. This Union demands **Rs. 300/-** per month.
- (v) **Risk allowance to cash Overseer :** The Cash Overseer handles the cash in lakhs from SO to BO from SO to Bank from HO to BO and SO and vice-versa

without any guard. At times he has to withdraw the cash from the Bank and credit to the HO. So, he is entitled for the risk allowance. This Union demands **Rs. 500/-** per month.

**(vi) Incharge Supervisory Allowance to Overseer & Head Overseer, Head Postman and Mail Overseer :** The work responsibility of the overseer is more than PM. Overseer is a link between the PM and other P-III and Group D staff. Overseer has to maintain an even balance and justice between the PM and P-III and Group D staff. The staff in categories of Postman, Group D, Stamp Vendor, Jamadar, Chowkidar are supervised and their arrangements made by the Overseer. Window delivery work and verification of non-delivery remarks are done by the Overseer. So, he is entitled for Supervisory Allowance. This Union demands **Rs. 500/-** per month.

- 4.11 In view of the responsibilities and insecure position at the time of carrying cash and valuable articles these allowances should be reintroduced and enhanced in accordance with the Rules framed by the Ministry of Finance on the basis of monthly average of cash handled. (Please see Ministry of Fin OM No. F.II(12)-Est.III(b)/60 dated 22-12-1983).

### **(3) OVERTIME ALLOWANCE**

- 4.12 The Postmen should be made eligible for payment of OTA for the excess work performed during the working days. Any work beyond the prescribed 8 hours of duty should be compensated through payment of OTA at pay rate manner (hourly rates).
- 4.13 The Postman who works on absentee beat in addition to his own beat should be compensated by way of excess work allowance as recommended by the OTA Committee. The relevant portion of the OTA Committee on payment of excess work allowance may be examined. The Postal services Board may be asked to implement that recommendations.
- 4.14 Postmen should be paid OTA at hourly rates if the delivery is sent out late and he is detained on this account. At present, OTA is paid to Postmen if the delivery is issued late due to late receipt of mails. The same yard-stick may be applied for late issue of Postal deliveries on other ground also.
- 4.15 Discrimination of OTA rates should be removed. The flat rate system which is in vogue in respect of certain categories of staff, in the Postal side should be replaced by OTA on the regular pay rate manner ie existing hourly rates paid to all other categories of staff. In all other countries, Postmen do get OTA for additional work.

## **CHAPTER V**

### **MISC**

#### **(1) T.A. RULES**

5.01 i) The Mail and Cash Overseers, Village Postmen are denied Daily Allowance admissible to all others when they are called upon to go out of their HQs in discharge of their duties. The present rate 75% may be converted into 100% Daily Allowance in the pay rate manner when they stay out of their HQs in discharge of their duties.

**ii) TA/DA to Mail Overseer :** The duty of the Mail Overseer is to visit the remote and unconnected by road places in the rural areas. He is required to travel about 50 to 100 kms in rural areas where no transport facilities exist he has to travel by private vehicles to the concerned Bos. During night time he has to take a stay at some suitable place and then proceed.

The work of Mail Overseer is more favourably comparable to that of ASP/SDV/SP. It is a matter of great regret and also grave injustice that the Mail Overseer is not made entitled for TA/DA whereas the ASP/SDI doing the same nature of work do get TA/DA/Night Allowance. So the Mail Overseer must get TA/DA alongwith Night Allowance.

#### **(2) LEAVE RESERVE**

5.02 The general question of ending discrimination in the matter of leave reserve percentage is being dealt with by the Federations. As regards the existing discrimination between Class III and Class IV (Group 'D') cadres is most unwarranted. We suggest removal of this discrimination.

#### **(3) POST OFFICE BUILDINGS**

5.03 The Postmen staff suffer greatly due to lack of space for sitting in the so-called Delivery Halls. In 90% of the Post Office buildings, the Postmen are made to sit in varandahs. Rest rooms are not provided. The Outdoor staff who return to the office after completion of hard duties are left to loiter outside the office during the split duty span. The Commission may go into these hardships and suitable measures may be proposed.

## **DEMAND ON VARIOUS TYPES OF ALLOWANCE FOR POSTMEN & GROUP 'D' CADRE**

5.04 **Demands regarding Cycle Allowance**, Conveyance Allowance for delivery of Speed Post Articles, Stitching Charge, Washing allowance for Postmen and Group 'D' Cadre.

1. Only Rs. 20/- were granted in the IVth Pay Commission as Cycle Allowance. The Postman travel in their own cycle for delivery of articles. But they do not get any allowance or even they do not get any repairing charge of their own cycles. This Union demands Rs. 100/- per month as cycle allowance for Postmen in the VIth Pay Commission.

2. **Conveyance Allowance for delivery of Speed Post articles were allowed** previously. At present no conveyance allowances are paid for delivery of Speed Post articles. It is quite impossible to move from one place to another for delivery of Speed Post articles for different addresses. This Union demands reasonable amount of conveyance allowance for delivery of Speed Post articles in the VIth Pay Commission.

3. **Increase in stitching charges** : It cannot be disputed that the Postman representing the PO amongst the public should look smart and impressive. The present normal stitching charges are Rs. 120-130/- per pant and Rs. 75-85/- per shirt and Rs. 100/- towards per blouse and a petticoat. So to achieve modernity in Uniform the stitching charges need to be increased to Rs. 200/- for a pant and shirt.

4. **Increase in Washing Allowance** : Since the Postman has to move outside the office at times in polluted and murky environments his clothes are more prone to dirt and dust. So, the Uniform of the Postman needs to be washed and ironed every alternate day. The charges for this comes to Rs. 20/- per occasion. So, by this calibration monthly charges come to Rs. 160/-. So the demand justified is Rs. 150/- per month.

The primitive washing allowance is paid in this 21st Century. This Union urges to increase washing allowance which is not compatible in the present century. So reasonable amount of washing allowance is our demand in the VIth Pay Commission.

## **DEMAND ON COMMON PROBLEMS**

1. **LTC** : It has been decided that LTC facility may be demanded for 2 (two) years instead of 4 (four) years and HTC for 1 (one) year instead of 2 (two) years and AC III tier facility is demanded from the pay scale of Lower Division Clerk instead of existing basic pay Rs. 4100/-.

2. **Medical Allowance** : It has been decided that medical facilities which are obtained by the telecommunication under the department of Ministry of

Communication is demanded in the department of Post under the same ministry of communication.

**3. Conveyance Allowance :** Rs. 300/- may be demanded as Conveyance allowance.

**4. House Rent Allowance (HRA) :** 15% of Basic Pay may be demanded as minimum House Rent Allowance instead of existing 5%. Maximum 30% may be maintained as HRA.

**5. Regarding Bonus :** It has been decided that ceiling of Bonus may be abolished.

**6. Festival Advance :** Festival Advance may be increased to Rs. 5000/- instead of Rs. 1500/-

**7. Overtime Allowance :** Rate of OTA may be increased on hourly basis instead of fixed amount.

**8. License Fee** may be withdrawn in case of the residents of Government Quarters.

**9. Split Duty Allowance :** Split Duty allowance may be increased to Rs. 200/- instead of Rs. 50/-

**10. The Post Office is lagging behind in other Fiscal Compensation :** Fiscal Compensation of HRA, CCA, TA and OTA as compared with other Govt. managed institutions. The main prey of these brunt is borne by the low paid staff i.e. Postman and Group D.

## **5.5 SPECIAL DEMAND FOR THE SAFETY OF WORKERS**

- 1) Every division in the Circle should maintain an ambulance on rate contract basis.
- 2) Every Post-Office must be provided with a AMA on usual conditions nearest to the PO.
- 3) Sanitary and other health requirements be inspected and measures suggested at every quarter of the year by the Officer of the rank of ASP and above.
- 4) Every PO must possess the fire extinguisher.
- 5) Every PO must be provided with a cleaning arrangement separately.

## **5.6 SPECIAL DEMAND IN GENERAL**

**(i) Special Demand on Filling up PA's vacant posts in full and those remained unfilled :** The post may be filled up by TBOP / Postman duly qualified. My Union demands that the vacant posts of PA's be filled up in full on yearly basis

through LGO Exam. If however, no adequate number of qualified persons are available through LGO Exam, the left over vacancies be filled up by the TBOP/ Postman who now-a-days are found as qualified upto Xth to graduate stage and some do possess computer knowledge.

**(ii) Cancellation of 5% quota of Compassionate Appointment :** It is admitted fact that there has been  $\frac{2}{3}$  reduction of the staff over the past few years due to super **check of Screening Committee**. The children of majority of postal workers do not afford for IT and other specialised education which is an essential requirement for getting a job. So from humanitarian view and also as a mark of obituary to the departed souls by his colleagues the 5% compassionate quota may be liberalized and the waiting list applicants may be accommodated very fast according to their respective penury and merit.

**(iii) 50% promotion in Postman cadre of the GDS against 25% :** There are about 3 lakhs GDS in the country. Every year they are granted 25% promotion. However, from the year 1999 to 2005 the promotional avenues of GDS is reduced to almost barest minimum stage due to the Screening Committee. So there is need to demands 25% promotion of the GDS and also to insist that instead of 15 years service condition the GDS must get in-situ **promotion after 10 years**.

**(iv) Revision of MTT Time Factor applicable to the Postman :** Though the inflow of postal traffic has gone down to some extent due to courier services, yet a progressive development in housing and business is going around at a accelerated speed. Shanty zopadis are rapidly replaced by the multi-storeyed towers and buildings. The postman has to cover a walk of 200 to 500 kmts and about 500 to 600 bldgs in a beat. In the circumstances, it has become more than impossible to cover the entire beat in a single day and the postman has to arrange his delivery spreading over 4 to 5 days in the beat. This tremendous load of work has spelt seriously and adversely on the health and family life of the postman. A comparative study and medical bills for the past few years would prove the point. So it should not be neglected that the conditions have also changed massively in several respects since the formulation of the MTT.

**(v) Presently, no time factor for the following items of work are either prescribed or computed in the revision cases for the Postman :** 1) Speed Post Delivery 2) Sale of Stationery 3) RPLI 4) PLI 5) UTI business and **pick up articles** etc. Consequently, determining the required strength of the Postman has become a haphazard and arbitrary process. The Screening Committee is perhaps in the dark regarding these necessary and basic problems. Union should lay open these drawbacks stoutly.

## **Proposed Pay Scale to VI CPC**

1.	S-1	8,000-200-12,400
2.	S-2	9,000-225-14,000
3.	S-3	9,500-250-15,000
4.	S-4	10,000-300-16,000
5.	S-5	13,000-400-19,000
6.	S-6	14,500-425-22,000
7.	S-7	16,000-450-24,500
8.	S-8	18,000-500-29,000
9.	S-9	20,000-550-31,000
10.	S-10	22,000-600-34,000

**THE END**

# FNPO

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## NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN & GROUP-D CENTRAL HEAD QUARTERS, DELHI-110 054

Ref. No. ....

Dated .....

Dalvi Sadan  
Khurshid Square  
Civil Lines  
Delhi - 110 054

Ref. No.: NUPE/P-IV/FNPO/pres/06-07  
.....

Date : 06-03-07  
.....

To,  
The Hon'ble Chairman & Members  
Vth Central Pay Commission  
Central Govt. Employees  
New Delhi

**Subject :** Presentation by the Postman & Group D staff of (FNPO)  
National Union of Postal Employees, Postman & Group D,  
CHQ - Dalvi Sadan, Khurshid Square, P&T Colony,  
Civil Lines, Delhi-110054

### **The Origin of Indian Postal Organisation**

Respected Sir,

It is needless to state that the Indian Postal Organisation is an historic age old organisation. (i) Dating back to **the year 1756. It was commenced by His Excellency Lord Clive.** (ii) **In the year 1774 from the historic City of Calcutta at William Fort, designated as GPO.** (iii) **According to the Gazzetier compiled in the year November, 1954.** (iv) **The Calcutta GPO used to deliver the postal articles six times a day. The timings being 7.00 am, 10.00 am, 11.30 am, 1.00 pm, 2.30 pm and 4.30 pm.**

### **Present Day Post Distribution System**

In contrast, **presently delivery of the postal articles in the Metro Cities is done twice a day ie at 10.00 am and or at 3.00 pm. In some cities, there is only one delivery at 10.00 or 11.00 am.**

### **The Reason for Collapse of Postal Services**

(iv) In India Railway and Telegraph Services started in the year 1853 but **about 90% of Telegraph Services were stopped and the Railway Mail Sorting stopped from the year 1980. The stoppage of the Railway Mail Sorting has adversely affected the speed/time of delivery process.** Formerly, the pincode sorted articles used to be closed in direct bags to various delivery offices. Then, therefore, there was no question of handling the articles in the intermediary offices/transit offices. However, some new non-practical authorities introduced new sorting process of **district sorting.** Resultantly, the intermediary/transit offices had to be resort the articles, to their delivery offices which not only involved double handling of the articles but the mails were subjected to delay and stagnation at a

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spot. Formerly, the public used to get their mail articles on the 3rd day of the posting, however, the same is now being delivered after 10 to 15 days. In metro cities like Mumbai, formerly the mails were mostly delivered on the next or second next day of the posting whereas presently it takes about a week. There was a great deal of harmony and interaction between **State Transport Services** and the Railways. Priority was given to the conveyance of mails. Though presently State Transport Service is available at every nook and corner of the country. The question remains as to why and what causes the denigration of the delivery services. None is prepared to take the mantle of denigration of the tottering postal delivery services.

### Courier Services

2) As a sequel to the situation, the member of public are diverting towards public **Courier Services**. With 2500 operation all over India it is interesting to note that a number of retired Postal (Govt.) Employees are engaged actively in serving and boosting the private courier services.

There are 1,44,900 Delivery Post Offices in India. Total No. of Post Offices as on 31-3-05 were 15,55,516 in the India and 10,957.22 lakhs population as on 1-3-05 in the India and 3287.8 thousand sq.km. served area in the India.

### GROUP 'D' STAFF

#### Comparative figures of Group D Staff (Test & Non Test) Category

	5th Pay Commission	6th Pay Commission
1. Sweepers (NTC)	863	656
2. Farash (NTC)	189	122
3. Waterman (NTC)	390	270
4. Chowkidar (NTC)	1493	1080
5. Mail Peon (Test)	5594	2434
6. L.B. Peon (Test)	1576	1100
7. Packer (Test)	9658	6649
8. Messenger (Test)	1142	370
9. Orderly (Test)	1628	Nil
10. Orderly (Test)	733	300
11. Daftary (Test)	500	202
12. Peon (Test)	1179	771
13. Jamadar (Test)	3347	693
<b>Total</b>	<b>28292</b>	<b>14647</b>

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During the past 13 years, 13645 Posts of Group D were abolished ie by about 60 to 65%. A Group D is recruited in the Dept as a Group D and retires as a Group D only. He is unfortunate to get any linear promotion except two up-gradations at the 12th and 24 years and 16th and 26th years of his service. For the remaining 18-20 years of his services he has to stagnate in the same scale of pay with no promotional avenues or up-gradation of pay being available to him. So the request and plea is to make him available three Promotion at the stage of 10, 20 and 25 years of service in-situ, with continuity of increments.

### NTC Group 'D' Sweeper/Farash/Waterman

(i) **Sweeper / Farash / Waterman** : Now-a-days brooming and sweeping with old type of zadduas has become an out-dated process. Instead in modern era, offices and cabins are cleaned with **vaccum cleaner, dusters** which are mechanised. Similarly, for drinking water, **aqua-guard, water-cooler** etc are brought in use to safeguard the health of the staff. These, therefore, are mechanical gadgets.

### Night Guard and Watchman

(ii) As for **night guard and watchman** the modern circumstances are fraught with danger and risk. The said category of workers do require elementary knowledge of handling **fire-arms** to protect the valuable property inlaid in the PO. Besides, the category also require the **technique of detecting explosives and defusing of explosives**. As such the **minimum qualification** is desired as **SSC Std passed so the above two categories to be placed in the higher scale of pay.**

### Stamp Vendor (Postmen)

This is an exclusive category in the Postal Dept. The individual is selected from amongst the postman, qualified for the job. At times preference is also given to the deserving handicapped official. The nature of work done by the Stamp Vendor (Departmental) is of significant importance because it is one of the revenue earning sources. A Stamp Vendor is required to obtain the permissible postal stationery according to his status of bond from the treasury and arrange to sell it at the PO counter to the member of public. He is required to maintain the accurate account of sales of the postal stationery. The postage stamps are in various denominations. So, the work of stamp vendor is like a Postal assistant in major part. Any new scheme launched for revenue enhancement by the Govt., the S/V has a major role to play as he is in direct contact with the member of Public at the Counter of PO.

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Looking at his nature of work it is suggested that his pay scale deserves to be drawn at the minimum of Rs. 4000/- with three promotions as suggested by us in respect of Postman cadre.

### Postman Staff

Number of Postman's posts are shown below

Category	5th Pay Commission	6th Pay Commission
1. Postman	53507	48682
2. Sorting Postman	3176	2627
3. Head Postman	742	696
4. Overseer Postman	490	358
5. Cash Overseer	990	862
6. Mail Overseer	3443	2977
	<b>Total 62348</b>	<b>Total 56202</b>

In the past 13 years, 6146 posts of the postman have been gradually reduced and the process is still on. It is assumed that a day will come when the total reduction would be about 40 to 45% in the cadre of postman. More than adequate saving had already been secured by the Govt by reduction of the posts of the postman. However, it is likely to boomerang, when the public would raise its concern towards the efficiency of the PO.

There are **48682 postman** in India for a **population of 10,957.22 lakhs**. The postman serves **3287.8 thousand sq. km area**. The Postman delivers the mails walking on daily basis therefore a postman on average walks for **68 to 70 sq.km daily** to delivery the mails which includes the main road area only. This does not include the area covered inside the building compound, the staircase he uses to go upto the flat and to come down.

It is a known fact that a Postman works very hard and he has to deliver the letter to right person and at the right address which requires a high amount of intelligence. He interacts with public and presents a positive image of Postal Department. He maintains a good relationship with public.

When the Postman walks for 1 km he gets 18 minutes time factor. It is requested to VI CPC that the pace of postman is measured by speedometer. As soon as the postman leaves the Delivery Office he should use speedometer to measure the actual kms he has covered for distributing the mails and returning to the office. **In 8 hours duty the kms should be calculated according to the number of mails + 30 minutes lunch time + 30 minutes to return.**

A postman is recruited as a postman and retires as a postman. Even after rendering a service of 40 to 42 years the postman has no avenues of meaningful promotion. So no monetary benefit is accrued nor the status.

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The analysis of the work of the postman would show that he performs 90% of Postal Asst/Sorting Asst work viz., carrying valuable articles, **MO Cash, VPL Cash, TMO Cash, Unpaid Cash through posh as well as criminal mob and locality**. While performing his duty he has to be abundantly be careful and cautious in paying **MO Cash, VPL, SPL** for which proper verification and identification is needed. On return he has to account for all cash handling and also handing of the postal articles to the treasurer and the concerned APM. Due to late arrival of Mail Vans and the shortage of PA Staff. In case of absence of postman is himself required to clear his own work. Now-a-days in place of 4 to 5 storey buildings tall towers with ancillary wings are speedily coming up. So, sometimes one tall building becomes a beat itself. No consideration is paid by the authority to this aspect. The increase in walk by the postman is never considered. No alternative method or device has yet come out from the authorities. It is travesty that in the 21st century of globalization, the postman is put in the groping faze of 16th century. **As such the minimum qualification is desired as 10+2 12th Standard (HSC) Passed.**

As per the recommendation of the Vth Pay Commission two advance increments were granted for fixation of pay. This caused the payment of arrears of about Rs. 6000/8000 to the postman as arrears but against these arrears a sum of Rs. 20,000 to 21,000 is being recovered and the process of recovery is still going on. Irregularity has crept in while fixation of pay scale. Because Rs. 3050/- was fixed as basic from 10-10-97. The postman recruited on 10-10-97 gets the same basic pay with the postman recruited on 10-10-87. No intervening increment is made available to the postman recruited earlier.

As explained earlier, the **postman** performs the work of which **90% is clerical work**. So, the postman be given a new terminology as '**Outdoor Delivery Clerk**' and his payscale increased to the commensurate level. During the career the postman gets two upgradations at the stage of 16 and 26 years of service respectively. Except these two up-gradation no other monetary upgradation is available. Resultantly, after reaching the maximum of 2nd up-gradation the payscale gets stagnated for further about 15/16 years when he retires. So, the postman be given three up-gradation at the stage of 10, 20 and 25 years of service ensuring that no stagnation is caused till the retirement age of the Postman. So the above Postman categories to be **placed in the higher scale of pay**.

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### Stg. Postman

**Stg. Postman :** According to seniority the postman is made a sorting postman on his same basic pay. The sorting postman handles about 25,000 to 50,000 postal address **with name and address per day**. He has to read the name, address, (correct some mistakes) in the address, pincode numbers of the sorted items. The sorting is done as per the beat areas of the relevant postman. He has to ensure that the article received should be handed over to the beat postman in the stipulated time. So, his work is comparable even more than what is performed by the **Sorting Asstt**. He therefore, **be placed in the pay scale of SA**.

### Head Postman

**Head Postman :** He is a link between the PM/SPM and the other staff ie postman/ Group D. He has to make arrangements of Postman, Group D etc. In case of the absence of any postman he has to see that the work of the absentee postman does not suffer detention. His nature of work is of supervisory nature, so suitable payscale for him is required and **paid supervisory allowance with commensurate scale**.

### Overseer Postman

**Overseer Postman :** Overseer Postman is also a postman of supervisory nature. He has to supervise the Sorting Postmen, Postmen's and Group D's. In case of requirement of cash for any sub Post Office or the PO he has to accompany the PRI(P) for bringing the cash from another PO and carry the cash back if needed. He also does responsible work. So **a suitable pay-scale** for him is required and **paid supervisory allowance with commensurate scale**.

### Cash Overseer

**Cash Overseer :** He has to carry cash from SO to HO to Bank and vice-versa. Police escort is not always available. So, his job is full of risk and responsibility. So suitable payscale for him is required and he therefore needs to be **paid risk allowance** in addition to his regular pay equalled with SA/PA scale.

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### Mail Overseer

**Mail Overseer** : He is an inspecting authority amongst the Postman category. He has to travel in the remote villages for inspection of BOs situated in the villages. While in the course of duty he has to remain outside his headquarters for 20 days and remaining days he has to prepare report for submission to SSP/ASP/SP etc. in the Head office. His sphere of duty is very inconvenient as at times no proper conveyance is available in the sphere of his duty. He has therefore at times to stay in the village for the night without any additional allowances, making provisions for stay and lodging boarding. He should therefore be paid the additional allowances of **lodging/boarding** conveyance/DA and halting allowance. **His pay be fixed to the Supervisory Grade of PA/SA.**

**Since there is a post office in every nook and corner of the country this is a ready-made network. So, it is urged as follows:**

### Suggestions

- (i) **The Courier Services cannot cater to the vast network. So, automatically Courier Services are in controversies.**
- (ii) A deep and factual studies to be made to see that, the RMS Service is run in harmony with the ST Service. The running service of RMS be restored.
- (iii) It is to be ensured that mails from Kanyakumari to Kashmir are delivered within 3 days.
- (iv) Though there is slight decrease in, **Inland Letter Mails**, yet, there is increase in Mobile/ Telephone Bills/Covers, other bills and seasonal greetings.
- (v) Though the network of telephone, mobile is increased water bills has also increased.
- (vi) Since it is held that the future postman would be a global like postman and various new schemes are being introduced by the Govt, it is seen that the postman would be made to **pick-up, book all work** relating to the postal work. **Such as SPL/Letter booking, sale of stationery, recording the transactions** in a handy computer, giving the details to the concerned PA in the office etc. So, tomorrow's postman is to be seen as a person equipped with technical job and PA works.

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### Fixation of Minimum Wage as per the norms of 15 ILC and Supreme Court decision

Items	Per day PCU (In Grams)	Per month 3 CU (In Kg)	Price Per Kg. (In Rs.)	Total Cost (In Rs.)
Rice/Wheat	475	42.75	22.00	941.00
Dal (Toor/Urid/Moong)	80	7.2	65.00	468.00
Raw Veg	100	9.00	28.00	252.00
Greenleaf Veg.	125	11.25	24.00	370.00
Other Veg.	75	6.75	26.00	176.00
Fruits	120	10.80	50.00	540.00
Milk	200 ml	18 ltr.	24.00	432.00
Sugar and Jaggarey	56	5.00	24.00	120.00
Edible Oil	40	3.6	90.00	324.00
Fish		2.5	180.00	450.00
Meat		5.00	180.00	900.00
Egg		90 (no.)	2.50	225.00
Detergents, Cosmetics, etc.			(pm) 300.00	300.00
Clothing		5.5 mtrs.	(mtrs.) 80.00	440.00
<b>Total</b>				<b>5838.00</b>
Misc @ 20%*				1167.60
<b>Total</b>				<b>7005.60</b>
Addl. Exp@25%**				1751.40
<b>Total</b>				<b>8757.00</b>
Housing @ 10%***				973.00
<b>Grand Total</b>				<b>9730.00</b>

#### Note :

PCU = Per Day Consumption Unit

\* 20% Miscellaneous charges towards fuel, electricity, water etc.

\*\* Additional Expense at the rate of 25% includes Expenditure towards education, marriage etc. of children, medical treatment, housing, recreation, festivals etc. as per the Supreme Court Decision in 1991.

\*\*\* Housing at the rate of 1/10 of total salary as per Rule 2A of the Income Tax Rules read with Section 10(13A) of the I.T. Act.

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### The Prison (Bombay Furlough & Parole, Rules 1959), Maharashtra Govt.

#### Daily Expenses of Jail Inmates

Items	Per day P.C.U. (In Grams)	Rs./Ps.
1. Rice	150 gms	4.00
2. Atta	550 gms	10.00
3. Jowari Atta	550 gms	12.00
4. Bajri Atta	550 gms	12.00
5. Chana Dal	120 gms	6.00
6. Matki	120 gms	6.00
7. Chana	120 gms	6.00
8. Besan	30 gms	2.00
9. Refined Oil	20 gms	3.00
10. Salt	10 gms	2.00
11. Imli	05 gms	2.00
12. Cumin Seeds	0.25 gms	5.00
13. Aesofodita	0.25 gms	9.50
14. Turmeric	0.50 gms	5.00
15. Corriandar	0.75 gms	8.00
16. Garlic	0.75 gms	8.00
17. Methi	0.75 gms	6.00
18. Mustard	0.75 gms	7.00
19. Chillies	6 gms	2.00
20. Sugar	20 gms	2.00
21. Tea	05 gms	2.00
22. Suji (Rawa)	60 gms	3.00
23. Jaggery	40 gms	2.00
24. Vanaspati Ghee	20 gms	3.00
25. Poha	60 gms	2.00
26. Onion	10 gms	1.00
27. Vegetables	225 gms	4.00
28. Green Chillies		2.00
29. Ginger		2.00
30. Green Corriandar		1.00
31. Kadi Patta		0.50
32. Shakkarkand	100 gms	2.00

**Total 142.00**

# FNPO

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## NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN & GROUP-D CENTRAL HEAD QUARTERS, DELHI-110 054

Ref. No. ....

Dated .....

Dalvi Sadan  
Khurshid Square  
Civil Lines  
Delhi - 110 054

Ref. No.: NUPE/P-IV/FNPO/pres/06-07

Date : 06-03-07

**This does not include the expenses of fuel like gas, wood or oil.**

Per month expenses for one person in Jail      Rs. 142 x 30 = Rs. 4260

Per month expenses for three person in Jail      Rs. 4260 x 3 = Rs. 12780

Per month expenses for four person in Jail      Rs. 4260 x 4 = Rs. 17040

### Additional Expenses

	Three Persons	Four Persons
20% other expenses, electricity, water etc. =	Rs. 1167.60	Rs. 1556.00
25% education expenses =	Rs. 1755.40	Rs. 2335.00
10% house rent expenses =	Rs. 973.00	Rs. 1298.00
<b>Total =</b>	<b>Rs. 16672.00</b>	<b>Rs. 22229.00</b>

## Allowances

- Kit allowance / Uniform Allowance

**Special Pay and Allowances :** (i) Cash handling allowance to the Postman/Stamp Vendor (ii) Risk Allowance to Group D handling Insured Articles (iii) Machine operating allowance to Group D, doing the work of Xerox, Printing, Franking and Cutting Machine (iv) Machine allowance to stamp vendor (v) Risk allowance to cash Overseer (vi) Incharge Supervisory Allowance to Overseer & Head Overseer, Head Postman and Mail Overseer

- Overtime Allowances
- T.A. Rules
- Leave Reserve
- Cycle Allowance
- Conveyance Allowance for delivery of Speed Post articles were allowed
- Increase in stitching charges
- Increase in Washing Allowance

### COMMON DEMANDS

- LTC • Medical Allowance • Conveyance Allowance • House Rent Allowance (HRA) • Bonus • Festival Advance • Overtime Allowance • Split Duty Allowance

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## NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN & GROUP-D

CENTRAL HEAD QUARTERS, DELHI-110 054

Ref. No. ....

Dated .....

Dalvi Sadan  
Khurshid Square  
Civil Lines  
Delhi - 110 054

Ref. No.: NUPE/P-IV/FNPO/pres/06-07  
.....

Date : 06-03-07  
.....

### SPECIAL DEMAND IN GENERAL

- Filling up PA's vacant posts in full and those remained unfilled
- Cancellation of 5% quota of Compassionate Appointment
- Revision of MTT Time Factor applicable to the Postman
- Presently, no time factor for the following items of work are either prescribed or computed in the revision cases for the Postman

### Proposed Pay Scale to VI CPC

1.	S-1	8,000-200-12,400
2.	S-2	9,000-225-14,000
3.	S-3	9,500-250-15,000
4.	S-4	10,000-300-16,000
5.	S-5	13,000-400-19,000
6.	S-6	14,500-425-22,000
7.	S-7	16,000-450-24,500
8.	S-8	18,000-500-29,000
9.	S-9	20,000-550-31,000
10.	S-10	22,000-600-34,000

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Ref. No. ....

Dated .....

Dalvi Sadan  
Khurshid Square  
Civil Lines  
Delhi - 110 054

Ref. No.: NUPE/P-IV/FNPO/pres/06-07  
.....

Date : 06-03-07  
.....

### Suggestion to reduce the age of retirement

Respected Sir,

It is hereby suggested to consider the following suggestion for good,

The retirement age of the Central Govt. Employee be reduced to either 55 years/58 years. The benefit would be -

- (i) Open up field for employment,
- (ii) Work would be speeded up by young recruits,
- (iii) Saving in Govt. Exchequer,
- (iv) Fresh and new out-look to the worn out appearance.

It may further be suggested that -

The DCRG and other benefits due to the retirees whose due retirement is curtailed may be credited to the MIS and be paid on the date of his due retirement date. The curtailment may be varied from 50% to 75% in the retirement benefits as per the wish of the retiree.

Summing up the situation it is urged that a true to facts assessment of the work of the Postman is still to be made. In fine, a pragmatic view is essentially required to be given to the plight of the postman. So that he would be and honourable and impressive representative of the Govt as a whole before the public.

Thanking you,

**SHRI T.N. RAHATE**  
General Secretary  
NUPE Postmen & Gr. 'D'

# F N P O

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## NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN & GROUP-D CENTRAL HEAD QUARTERS, DELHI-110 054

Ref. No. ....

Dated .....

Dalvi Sadan  
Khurshid Square  
Civil Lines  
Delhi - 110 054

Ref. No. : ..... NU/P-IV/6th CPC/3/06-07

Date : ..... 10-03-2007

To,  
The Hon'ble Chairman,  
VIth Central Pay Commission,  
Plot No. 6, ICADR Building,  
Phase II, Vasant Kunj,  
New Delhi-110 070

**Subject : Submission of supplement to Memorandum submitted by this  
Union on 30-12-06**

Hon'ble Chairman,

The representative Union (NUPE/FNPO) has already submitted its memorandum on the issue under consideration on (25-01-07) 23-02-07. However, since some shortcomings are noticed in the earlier Memorandum, they are supplemented hereunder:

### **Group D**

It may kindly be recalled that in the meeting dt. 6-3-07 held at Chennai, detailed projection of the work culture in respect of Group D cadre was made. The work-culture of Group D was presented with a VCD with a view to visually appreciate their execution of work which at once is responsible, rough and tough. The Hon'ble IVth CPC has put on record that the Group D officials of the Postal Dept. are **skilled workers** and be treated accordingly. So, in view of the sum total of the vision of the above noted facts and conditions, it is urged and pleaded that the Group D cadre may deservedly be placed in the scale of Rs. 3050-4550. Since there are considerations and deliberations to upgrade the educational qualification of the Group D cadre at the entry point simultaneous classification as per their qualification at entry point would be necessitated in payscale, age of retirement and promotional avenues. Those placed in lower scale of pay may be compensated by augmenting their age of retirement consequently their should be no dissatisfaction to those placed in the lower scale and are lowly qualified. Those who are recruited at entry point as passed Xth standard may be given unlimited chances with no age bar to seek their entry in the upper grade, through the prescribed departmental examinations. Presently, the chances to appear for the upgraded post are limited with chance and age respectively. This should be removed.

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Ref. No. : ..... NU/P-IV/6th CPC/3/06-07

Date : ..... 10-03-2007

### Postman

Hither-to-fore, it would be observed that in the postal dept. the postman had been given a lackadaisical look though the said cadre is the back-bone of the entire organisation. The postman has to discharge his bounden duties on plains, hills unreachable areas in variant seasons. He is a mirror of the Postal Organisation by virtue of his direct public contacts. When all other cadres in the Central Govt Services equivalent and even lower in qualification, responsibility nature of arduous work they were placed in comparatively better scales of pay. To illustrate this the following facts are quoted. The Vth Pay Commission had curiously recommended lower scale of pay to postman, but did recommend higher scale of pay to the lowly qualified staff including Net Maker, who is supposed to be only literate. To add to the miseries of the postman there was wrong fixation of their scale in the scale of Pay of Rs. 3050-4590 in huge magnitude, subsequently, causing recoveries in tons of thousand. The scale of Rs. 3050-4590 was made effective from 10-10-1997 instead of justifiable date 1-1-1996. Thus the postman staff was put to double jeopardy. It is therefore, proposed that since the future vision of the Government is to make the postman, a person knowing the technical skills of computer operation, possessing up-to-date knowledge of the postal working with the tariff rates, the entry point being raised as 10+2 ie 12th Std. The Postman performs the work of which 90% is clerical work. So, the postman be given a new terminology as **Timescale Clerk 'Outdoor Delivery Clerk'**, commensurate payscale of Rs. 4000 pm refixed to the new as demanded in the Memorandum may be recommended. The postman may be redesignated according to their service seniority on par with the police model. For example a postman render 16 years of service respectively need to be re-designated as **Chief Postman, Head Chief Postman, Super Postman** likewise or by any other designation as deemed proper.

When the Postman after long service becomes the Head Postman/Sorting Postman he needs to be compensated with a supervisory allowance as his work is similar to that of the SPM having attached the supervision duty by virtue of the Post.

Yours Sincerely

(T.N. RAHATE)  
General Secretary  
NUPE, P-IV

## Annexure-I

Sr. No.	Ministry / Dept.	Posts	Educational Qualification	Pre-revised Scale Rs.	Revised Scale Rs.	Paragraph No. of CPC Report	Page No. Notification
1.	Canteen Staff	Cook/Asst. Halwai	Non-Matric	825-1200	3050-4590	55.22	83
2.	Canteen Staff	Jr. Clerk	Matric	825-1200	3050-4590	55.22	83
3.	Archeological Survey of India	Asstt. Foreman	5th Standard (Promotion)	825-1200	3050-4590	55.129	87
4.	Integrated Fisheries Project	Net Maker/ Net Mender	To read & write Malayalam & Hindi	800-1150	3050-4590	56.54	90
5.	Indian Navy	Winchman	Technical	800-1150	3050-4590	55.184	96
6.	Indian Navy	Greaser/Winchman	Technical	800-1150	3050-4590	55.184	97
7.	Civilian Printing Staff Navy	Compositors, Grade II	Technical	800-1150	3050-4590	63.91	97
8.	Directorate General of Defence Estates	Forester	Matric	825-1200	4000-6000	63.177	99
9.	Directorate General of Defence Estates	Forester Guard	May be Matric	750-940	2750-4400	63.177	99
10.	EME CORPS	Cooks	Non-matric	775-1025	3050-4590	55.31 (ii)	102
11.	EME CORPS	Asst.Supervisor c-Cashier/Clerk- c-Cashier	Matric	800-1150	3050-4590	55.31 (iii)	102
12.	Security Press Hyderabad	Jr. Machine Assitt.	Diploma	825-1200	3050-4590	55.221	106
13.	Ministry of Home Affairs	Lance Naik	Matric	825-1200	3050-4590	70.22	112
14.	Geological Survey of India	Technical Operator	Matric	800-1150	3050-4590	76.14	120
15.	Directorate General of Lighthouses & Lightships	Greaser	-	800-1150	3050-4590	55.186	123
16.	Forest Department	Veterinary Compounder	Matric	800-1150	4000-6000	104.30	128
17.	Central Jail	Mistry Fitter	Matric	800-1150	3050-4590	104.70	130
17.	Department of Health (Health Equipment Workshop)	Insect Collectors	-	800-1150	3050-4590	104.77	130



## Annexure-II

### Comparative Statement Showing The Pay Scale of Postal Assistant & Head Postmen Etc. As On 1st, 2nd, 3rd, 4th & 5th C.P.C.

As On	Postal Assistant		Head Postmen Allied Cadre		Difference Of	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1st C.P.C.	Rs. 60-	Rs. 170-	Rs. 55-	Rs. 85-	Rs. 05-	Rs. 75-
2nd C.P.C.	110-	240-	105-	135-	15-	65-
3rd C.P.C.	260-	480-	Selection Grade 135-	155-	*25-	85-
4th C.P.C.	975-	1660-	260-	350-	Nil	130-
5th C.P.C.	4000-	6000-	950-	1400-	25-	260-

(Not Available)

\*\* As on 2nd C.P.C. - The Head Postmen was getting Rs. 25/- more than the

\*\* Postal Assistant at the entry point as a new scale of

\*\* Rs. 135-155 was given to them as 10% Selection Grade.

(Des Raj Sharma)



# F N P O

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## NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN & GROUP-D CENTRAL HEAD QUARTERS, DELHI-110 054

Ref. No. ....

Dated .....

Dalvi Sadan  
Khurshid Square  
Civil Lines  
Delhi - 110 054

Ref. No. : ..... NU/P-IV/VIth CPC/4/06-07

Date : ..... 13-08-07

To,  
Hon'ble Chairman,  
Sixth Central Pay Commission,  
2nd Floor, ICADR Building,  
Plot No. 6, Vasant Kunj Institutional Area,  
Phase II, New Delhi-110 001

**Subject :** To grant appropriate status with higher Time Scale Clerk to the Postman who are also serving as Out-Door Delivery Clerk and Stg. Postman who are also serving as Sorting Assistant respectively.

Hon'ble Chairman

Pursuant to submission of Memorandum (Part IV) on 30th December, 2006 by Shri T.N. Rahate, General Secretary of NUPE Postmen & Group 'D' followed by similar Memorandum dt. 10th March 2007, it is further submitted that a general euphoria is aroused amongst the Postman cadre for change in the Status as an '**Out-door delivery clerk**'. In the earlier memoranda, the details why the new terminology would befit the postman cadre have been elaborated. However, the details are re-stated below:

The cadre of Postman enjoys 'P' classification equivalent to Group C cadre. When the Postal Assistant in 'P' classification gets initial start of Rs. 4000/- recommended by the Vth CPC the Postman in 'P' classification ought to be given commensurate pay scale in **time scale** since the educational qualification for postman is determined 10+2 Std., the Postman by virtue of qualification automatically deserves up-shoot in name and the scale of pay. The VIth CPC has intended the future postman to possess a comprehensive knowledge of the items of all the work discharged by the Post-Office. He has to be conversant with the developing technical gadgets. Consequently, his economic and social status must be lifted up. This in turn would give the postman a confidence, ethics and social respect. He will strive to preserve the high and essential qualities of public life.

In the Memorandum (Part IV) Chapter II under the Head Duties and Responsibilities of Postman, it has been highlighted as to how a Postman **at the same time also performs several functions** of employees of various categories. He is a Sorter, Coolie, Public Relations Official, treasurer, DOPL.I and an outside discharger of the duties discharged by a Postal Assistant inside the office.

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Date : ..... 13-08-07

Since a **postmaster** nomenclature is assignable to all alike, a general line P.A. ASPO and even to a Gazetted PM there would be no impropriety committed if the Postman is re-named as an Out-Door Clerk (Time Scale Clerk).

Similarly, the name of the Sorting Postman may be changed as the Sorting Assistant. This change in name will not only give mental fillip to the Sr. Postman **but it would also change his attitude towards work and responsibility.**

In sum and substance of the above submission it is requested to give close, kind and justified consideration to the point mentioned here-in-above. If be fortunate for calling for a personal interview on the relevant issue, it would be considered as a great privilege to represent before your kind Honour and Members. For effective persuasion we may kindly **be given personal discussion opportunity to project our views at place and time deemed fit by your Honour.**

With heartfelt thanks,

Yours Sincerely

(T.N. RAHATE)

General Secretary,  
NUPE/Postmen & Gr D, (CHQ),  
New Delhi-110 054

**TABLE 53**  
**NON-GAZETTED ACTUAL STAFF STATISTICS AS ON 31.03.2005**  
**(Group-wise & Circle-wise)**

Circle	Group		Total	Gramin Dak Sewaks	Grand Total
	Including Postmens C	D			
Andhra Pradesh	18213	2424	20637	27925	48562
Assam	3861	1140	5001	8792	13793
Bihar	6007	2484	8491	14893	23384
Chhatisgarh*	2118	409	2527	5799	8326
Delhi	8393	2787	11180	458	11638
Gujarat	12494	2514	15008	16930	31938
Haryana	3712	949	4661	4260	8921
Himachal Pradesh	2312	504	2816	6600	9416
Jammu & Kashmir	1418	422	1840	2908	4748
Jharkhand	2909	742	3651	6310	9961
Karnataka	12561	2166	14727	16103	30830
Kerala	10394	1524	11918	11738	23656
Madhya Pradesh	7351	1614	8965	15279	24244
Maharashtra	25444	6023	31467	22365	53832
North Eastern	1874	501	2375	7190	9565
Orissa	6095	1004	7099	17901	25000
Punjab	5969	1331	7300	6083	13383
Rajasthan	7649	1679	9328	15278	24606
Tamil Nadu	21669	4291	25960	23976	49936
Uttar Pradesh	18257	4271	22528	34544	57072
Uttaranchal	2215	495	2710	6417	9127
West Bengal	19387	4382	23769	21907	45676
<b>Total</b>	200302	43656	243958	293656	537614

\* Five Divisions of M.P. State which were under administrative control of Chhatisgarh Circle, has been transferred to M.P. Circle w.e.f. 01st February, 2005