

U.N.I.

F.N.P.O.

I.N.T.U.C

ना पहाड़ों से उदते, ना तूफानों से डगमगाते हैं, जो तूफानों से टकराते हैं और  
डाक कर्मचारियों के दुःखों को दूर करने के लिए लड़ते हैं उसे  
NUPE Postmen Union (F.N.P.O.) कहते हैं।।



नॅशनल युनियन ऑफ पोस्टल एम्प्लॉईज  
पोस्टमेन आणि MTS, ग्रुप 'सी'  
शी.एच.क्यू., दिल्ली



दलवी सदन, खुर्शीद स्कैव्बर, सिविल लाइंस, दिल्ली - 110 054

## Welcome to 1<sup>st</sup> Central Working Committee in Mysuru (Karnataka Circle)

From 16<sup>th</sup> to 18<sup>th</sup> July, 2017

### *Message From the Pen of General Secretary*

Dear Brothers,

On behalf of NUPE Postmen, MTS Group C, CHQ and on my own behalf, I welcome you all at this historic and beautiful Mysuru of Karnataka Circle those are present here to attend and participate in our CWC being held during 16th to 18th July, 2017.

As you all know better that at present we are facing difficulty for non-recruitment of Staff on all vacant posts of PA, Postman, MTS and GDS also.

Though due to our constant efforts, demand and struggle Government prepared for recruitment of staff of PA, Postman, MTS and for that examinations were held; but due to bogosity in holding the examination the matter is now in Court and Stay on recruitment is in force.

On the other hand number of officials being retired every month and some are going on Voluntary Retirement (VRS) and thereby day by day the staff strength is decreasing. But the Department is introducing **various new schemes of delivery** i.e. E-Commerce, Parcel Delivery, Amazon and for those schemes no required manpower is provided. The existing staff has to implement those new schemes by working 12 to 14 hours duty, even upto night 22 hours.

Dear brothers, we have to take this issue of shortage of staff, non recruitment on vacant post, additional justified post seriously for discussion in this CWC and should pass a resolution for all of us and the Government for a **Trade Union action deemed fit** as per situation of present atmosphere of our Nation.

With CWC greetings,

Brotherly yours  
(T.N. Rahate)  
General Secretary

---

## मैसूर में प्रथम CWC के लिए आपका स्वागत है

प्रिय मित्रो,

NUPE Postmen & MTS Group C, CHQ की ओर से तथा व्यक्तिगत मेरी ओर से इस ऐतिहासिक एवं सुंदर शहर मैसूर, कर्नाटक सर्कल में आप सभी महानुभावों का हार्दिक स्वागत है। आप सभी देश के विभिन्न सर्कलों से यहां हमारे अपने संगठन की CWC में भाग लेने हेतु यहां पधारे हैं जोकि दिनांक 16 से 18 जुलाई 2017 तक संपन्न होने जा रही है।

आप अच्छी तरह जानते हैं कि इस समय हमारे डाक विभाग के कर्मचारियों की स्थिति क्या है। क्लर्क, पोस्टमैन, MTS GDS के सभी रिक्त पदों पर नियुक्तियां नहीं हो रही है। हर दिन कई कर्मचारी निवृत्त हो रहे हैं या स्वेच्छा निवृत्ति ले रहे हैं। किंतु सरकार की ओर से भर्ती के विषय को महज बातचीत का विषय समझा रहा है। संगठन की ओर से सरकार को हड़ताल का नोटिस देने पर की गई चर्चा के बाद ODP को काम पर लगाने के लिए सरकार सहमत हुई किंतु यह समस्या का समाधान नहीं है।

संगठन के अथक प्रयासों के बाद सरकार रिक्त पदों पर कर्मचारी भर्ती के लिए सहमत हुई और परीक्षाएं ली गईं किंतु भर्ती में हुए भ्रष्टाचार के लिए कोर्ट केसेस के कारण भर्ती पर स्टे लगाया गया और हजारों रिक्त पदों पर ODP काम कर रहे हैं। किंतु दूसरी ओर डाक विभाग ने नयी-नयी योजनाओं के अंतर्गत पार्सल डिलीवरी, E-Commerce, Amazon Parcel नयी सेवाएं प्रदान करना शुरू कर दिया है किंतु इसके लिए अतिरिक्त कर्मचारी नहीं दिये हैं। अतिरिक्त काम के बोझ तले कर्मचारी पीसे जा रहे हैं। 100% डिलीवरी और Shortage of Staff पर डाक विभाग एक तरफा निर्णय ले रहा है।

हमें इन सभी विषयों पर चर्चा कर इस CWC में ठोस निर्णय लेना होगा। सिर्फ resolution पारित कर सरकार इस विषय को गंभीरता से नहीं ले रही है। इसलिए कोई ठोस निर्णय लेकर संघर्ष के लिए सभासद कर्मचारियों को तैयार करना होगा। आप सभी इस विषय को इस CWC में गंभीरतापूर्वक चर्चा कर ट्रेड यूनियन एक्शन पर निर्णय लेंगे, इसी आशा के साथ CWC के लिए 'शुभकामनाएं',

आपका साथी  
- टी.एन. रहाटे  
जनरल सेक्रेटरी

---

---

## Index

• FNPO/NUPE Postmen & MTS Gr-C Welcomes Secretary, (P) <b>Shri Anant Narayan Nanda</b> , IPoS	5-5
• FNPO/NUPE Postmen & MTS Gr-C Gives Warm Farewell to Ex-Secretary (P), <b>Shri B.V. Sudhakar</b> , IPoS, Superannuation Retirement	6-6
• दिल से धन्यवाद!	7-7
• Verification of Member Process 2015 Circlewise NUPE Postmen & MTS, Group C Members	8-8
• DOP Approved and Circulated newly elected <b>2016-2018 CHQ Office Bearer List</b> and Extended Trade Union Facilities	9-10
• CWC Meeting at Mysuru-15, Karnataka Circle, Notice and Special Leave Letters	11-14
• नैशनल यूनियन ऑफ पोस्टल एम्प्लॉईज, पोस्टमैन / एमटीएस के बीसवें अखिल भारतीय अधिवेशन की झलकियां	15-18
• Minutes of CWC and 20th AIC held at Kolkata during 9th and 10th to 12th August 2016 (English & Hindi)	19-29
• Amendment to the Constitution	30-31
• Application of Provisions of Para 5 of Annexure to OM on MACPs in case of officials covered by TBOP/BCR/ACP Schemes	32-34
• NUPE Postmen & MTS Group C's independent Agitation Notice and Charter of Demand	35-44
• Directorate called the Meeting on 28th March, 2017	45-45
• Consideration of our Federation Affiliated Union Demand Notification	46-46
• Minutes of the meeting held on 28.03.2017 with Staff Representative(s) of FNPO/NUPE Postmen & MTS Gr-C	47-56
• Request for correction in the Minutes of the Meeting held on 28-3-2017	57-59
• Remuneration payable to Full Time Casual Labour (Other than Temporary Status)/Part Time Casual Labour/ Workers engaged on contingency basis - Order & Clarification and 7th CPC Order	60-64
• Casual Labourers with temporary status - Order and clarification regarding contribution to GPF and Pension under the Old Pension Scheme regulation to on or after 1-1-2014	65-67
• Policy in respect of Casual Labourers working in the Department in compliance of Hon'ble SC judgement in Uma Devi case	68-70
• Amendment of Department of Posts (Postman and Mail Guard) Recruitment Rules, 2014	71-71
• Review of merit points under GDS Compassionate Engagement Scheme, under attribute 'own agricultural land and house'	72-72
• Review of the scheme for engagement of a Dependent of Deceased Gramin Dak Sevaks <b>on Compassionate Grounds</b>	73-80
• GDS Bonus Struggle end with the Victory	81-81
• GDS Committee Report - Hope for Good	82-85
• NJCM Meeting with Ministers and Press Release	86-88
• GS NUPE and SG FNPO Meeting with Chairman GDS Committee on 30-9-2016	89-89
• Implementation of Kamlesh Chandra Committee Report on GDS	90-90
• Agenda Items for DC JCM Meeting	91-95
• D.C. JCM Meeting was held on 20-12-2016. Postman, MTS and Allied Cadres items were discussed	96-142
• Agenda Items for forthcoming DC JCM Meeting	143-153
• General Secretary's Letters on 20th AIC Resolution Addressed to Secretary (P)	154-158
• Union opposes abolition of Postman and MTS posts of ADRP under the scheme of Optimization of direct recruitment vacancies	159-159
• General Secretary's Letters addressed to Secretary (P), DOP	160-179
• To increase the GDS w.e.f. 1-1-2016 working on vacant posts of Postman & MTS as per 7th CPC	180-180
• Verification of Membership for recognition of Service Associations representing (GDSs) under EDA (RA) Rules, 1995	181-187

• Reply from the Department of Posts Outsourcing of pick-up and General Secretary	188-188
• Implementation of Orders of Hon'ble Supreme Court about grant of upgraded pay scale of Rs. 3050-4590 from 01.01.1996 instead of 10.10.1997	189-189
• Loss being sustained by the Department of Posts due to leakage of revenue	190-192
<b>Orders from DOP and DOPT</b>	
i. Abolition of Group B, C and D posts of ADRP under the scheme of Optimization of direct recruitment vacancies	193-193
ii. Revision of Fixed Stationery Charges	194-196
iii. Fixation of Pay and grant of increment in the Revised Pay Structure	197-198
iv. Cadre Restructuring of Group 'C' Employees in Department of Posts - Clarification	199-201
v. Reply Received from ADG (SR & Legal) regarding grant of Special Casual Leave to hold DWC Meeting	202-202
vi. Clarification on GDS Compassionate Appointment	203-203
vii. Replies Received from Director to GS - Request for grant of Special Meeting to discuss long pending problems of NUPE P-IV of W.B. Circle	204-204
viii. Issue of filling all the vacant post for the year 2009 to 2014 and 2015-2016 and recruitment examination of Postman MTS held on 29-3-2016 and 30-3-2015 in Maharashtra Circle	205-205
ix. Instructions to stop irregular Rule-37 Transfers	206-206
x. Salary payment in cash to staff	207-207
xi. To provide food/tiffin to Staff working on Holiday/Late Night Working	208-208
xii. To provide detective machines at all Post Offices	209-209
xiii. Unnecessary complication in Change of Union, Non-Members and New Recruited Employees Membership Process April 2016	210-210
xiv. Union seeking appointment under compassionate grounds of <b>Shri H. Sentamil Selvan</b>	211-211
xv. Representation from Government Servant on Service Matters	212-212
xvi. Reply Received from ADG (SR & Legal) regarding cases of Individual Government Servants relating to service matters	213-213
xvii. Continued grant of HRA to the Postal Staff working at Koradi Thermal Power Station PO near Nagpur in Maharashtra Circle	214-215
xviii. Shortage of Manpower in Army Postal Service (APS)	216-218
xix. Non-holding of Monthly Meeting	219-219
xx. Request to hold one Lecture from Federation Heads of NFPE/FNPO regarding relationship of Union (Staff Side) with Administration	220-220
xxi. Modified Assured Career Progression Scheme (MACPs) for the Central Government Civilian Employees - Implementation of Seventh CPC Recommendations	221-222
xxii. Modified Assured Career Progression Scheme to Central Government Civil Employees with effect from 01.09.2008	223-223
xxiii. Clarification on <b>Benchmark for promotion</b>	224-225
xxiv. Regarding filling the Vacant Post of AGS NUPE Postman and MTS Group C in CWC Meeting held from 28th to 29th March, 2017 at New Delhi	226-226
xxv. FNPO-JPGU Joint Seminar in Visakhapatnam, India, examines issue of postal bank privatization and financial inclusion, 22-23 March 2017	227-227
• Cabinet approves recommendations of the 7th CPC on allowances	228-234
• After 20th AIC to June 2017 General Secretary wrote various letters to the Secretary (P), New Delhi and DOP and others (Total Letters - 274)	235-235
• General Secretary Received Reply from Secretary (P), DOP and other CPMGs, PMGs (Total Letters - 141)	236-236
• Various Orders Received from the Department of Posts	237-241
• Unanimously selected CHQ Office Bearer List of NU R-IV for the year 2017 to 2019 <b>Shri P.D. Bhavikar</b> , Maharashtra, General Secretary	242-242
• Vote of Thanks	243-244

•••

No. 36/01/2017-EO(SM-I)  
Government of India  
Secretariat of the  
Appointments Committee of the Cabinet  
Ministry of Personpnel, Public Grievances and Pensions  
Department of Personnel and Training

New Delhi, the 29th April, 2017

The Appointments Committee of the Cabinet has approved the appointment of **Shri Anant Narayan Nanda, IPoS (1982)** as Secretary, Department of Posts *vice* Shri Boyapati Venkat Sudhakar, IPoS (1981).

  
(Rajiv Kumar)

Secretary

Appointments Committee of the Cabinet  
& Establishment Officer

To

1. Cabinet Secretary
2. Principal Secretary to PM
3. Additional Principal Secretary to PM
4. Secretary to President of India
5. Secretary to Vice President of India
6. Secretary General, Rajya Sabha Secretariat
7. Secretary General, Lok Sabha Secretariat
8. Secretary, Department of Personnel & Training
9. Secretary (Coordination & PG), Cabinet Secretariat
10. All Secretaries to the Government of India (As per standard list).
11. PS to Home Minister
12. PS to all Union Ministers
13. PS to MOS (PP)
14. Chief Secretaries of all States
15. Shri Anant Narayan Nanda
16. Cabinet Secretariat (Ms. V. Vidyavathi, Joint Secretary), w.r.t. its Dy. No. 1/8/2017-CS(A) dated 29.04.2017.
17. Addl. DG (M&C) (Shri Kuldeep Singh Dhatwalia), PIB.
18. Editor, Civil Services News and Deputy Secretary, D/o Administrative Reforms and Public Grievances.
19. PSO to Secretary (P)/PPS to EO/EO CM/Guard File.
20. NIC, DoPT

  
(Rajiv Kumar)  
Secretary

Appointments Committee of the Cabinet  
& Establishment Officer

## **FNPO/NUPE Postmen & MTS Gr-C Welcomes Secretary (P), Shri Anant Narayan Nanda, IPoS**

Shri Anant Narayan Nanda born on October 11, 1959 is from Batch IPoS 1982. He is Secretary, Department of Post from 29.04.2017. His work includes to view official appointment Order.

He graduated from Fakir Mohan University in Balasore and completed in his post-graduation from Utkal University, Bhubneswar.

Shri Anant Narayan Nanda, (IPoS, 1982), Member (Banking & HR), a peace loving personality and a native of Balasore, Odisha having a Master's Degree in History, another in Computer Application and also having a Post Graduate Diploma in Management, takes over the Charge of the Secretary, Department of Posts, Govt. of India.

After Shri S C Mahalik, former DG & Secretary (Posts), Shri AN Nanda is the second Odia to be place in this highest post of the Department and the first Odia to be the Secretary (Posts) after separation of DG (Posts) and Secretary (Posts).

Apart from a successful bureaucrat, he has also established a separate identity of his own as a writer. His creative mood swings with poems and short stories, book reviews and humorous prose, travelogues and photography, reflections and translations, both in English and Hindi. His selective published works are "In Harness", poetry collections, "The Remix of Orchid", short story collections with foreword by Mr. Ruskin Bond, "Virasat" and "Ek Saal Baad", short Story collections in Hindi.



---

---

**FNPO/NUPE Postmen & MTS Gr-C  
Gives Warm Farewell to Ex-Secretary (P),  
Shri B.V. Sudhakar, IPoS, Superannuation Retirement**



**Shri Boyapati V. Sudhakar on his retirement is being felicitated by  
Shri Jagdish Sharma, Treasurer, NUPE Postmen and MTS Group C and  
Shri V.K. Mathur, Dy. General Secretary, NUPE Postmen and MTS Group C**

---

Shri Boyapati Venkata Sudhakar, IPoS (1981 batch) has been joined as Secretary, Department of Posts, India. He assumed the apex post in the Department of Posts. Earlier he was the Member (Technology) in the Department of Posts at New Delhi during which period he has involved himself in the introduction of Core Banking, Rural ICT programme in the Department of Posts so as to enable to reach the services of the Department to the rural masses.

Shri Sudhakar has born on 18-04-1957 in Andhra Pradesh. The schooling of Shri Sudhakar was held at All Saints High School & St. Paul's High School at Hyderabad. He has completed his Intermediate studies at Alia Junior College, Hyderabad. He has completed his B.Sc graduation from New Science College, Hyderabad and did Post graduation in M.Sc (Physics), M Phil & MBA through Osmania University, Hyderabad.

Before joining the Department of Posts, he has worked as Manager at A.P. Cooperative Bank, Hyderabad during 1978-81. He has been selected to the Indian Postal Services in 1981. Subsequently he has served the department in various capacities in Andhra Pradesh, Telangana, Tamilnadu, Maharashtra, West Bengal & New Delhi.

Further he has worked as Regional Film Censor Board Officer, Hyderabad; Director of Postal Accounts; Commissioner, Employment & Training, Government of Andhra Pradesh, Hyderabad; and Secretary, Information Commission, Andhra Pradesh on deputation.

He has introduced so many innovative schemes, products, services in the Department of Posts and in other Departments where he was on deputation. Some of the schemes like 'Aaseervachanam (TTD Prasadam)', Sale of TTD Tickets through Post Offices, Sale of Haleem through Post Offices during Ramzan season. Introduction of 'Nanyatha' Scheme to monitor Letter Box Clearance, Sale of Godavari Sacred Water - 'God Jal', Mechanised Delivery. Same day delivery, introduction of new application softwares like 'Jabardast' were the contributions of Shri Sudhakar to the Department as well as for the society. He has ensured the prompt filling-up of vacancies of the Postal Department which were unfilled for so many years. He has initiated to ensure compassionate appointments periodically rather monthly, in the interest of the families of deceased employees.

---

---

## दिल से धन्यवाद!

सभी साथियो, भाइयो और बहनो,

पिछले कई सालों से डाक कर्मचारियों के विशेषतः पोस्टमैन एम.टी.एस. कर्मचारियों के प्रलंबित मांगों पर प्रशासन अपना ध्यान नहीं देने के वजह से नैशनल यूनियन ऑफ पोस्टल एम्प्लॉईज, पोस्टमैन एम.टी.एस. ग्रुप सी, सी.एच.क्यू की ओर से सेक्रेटरी, डिपार्टमेंट ऑफ पोस्ट, नई दिल्ली को दिनांक 14 फरवरी, 2017 को उचित मांगे देकर आंदोलन की नोटिस दी थी।

उस (एजिटेशन) आंदोलन कार्यक्रम के अनुसार आप सभी साथियों ने CHQ के आदेश के अनुसार पूरे देश में उस आंदोलन कार्यक्रम (एजिटेशन) को सफलतापूर्वक करने की वजह से डिपार्टमेंट ऑफ पोस्ट ने **दिनांक 28 मार्च, 2017** को CHQ प्रतिनिधियों को चर्चा के लिए बुलाकर सभी समस्याओं पर जल्द-से-जल्द हल निकालने का लिखित आश्वासन दिया है। हमें उम्मीद है कि सभी समस्याएं जल्द ही सुलझेंगी।

आप सभी साथियों ने CHQ के आदेश का पालन किया, इसलिए हम कामयाब हुए। और आपने यह भी साबित किया कि FNPO NUPE Postmen & MTS Group C यूनियन भी अपनी ताकत पर प्रशासन के विरोध में कर्मचारियों के हित में लड़ सकती है। इसलिए मैं CHQ की ओर से आप सभी को तहेदिल से धन्यवाद देना चाहता हूँ।

- टी.एन. रहाटे, जनरल सेक्रेटरी

## Verification of Member Process 2015 Circlewise NUPE Postmen & MTS, Group C Members

### Results

S.N.	Name of the Circles	Total Working Strength of the Employees in the category	NUPE Postmen & Gr. D	NFPE	BDKS
1.	Andhra Pradesh	3994	973	2466	164
2.	Assam	912	40	837	35
3.	Bihar	2180	404	1191	203
4.	Chhattisgarh	639	48	382	15
5.	Delhi	2564	579	986	218
6.	Gujarat	4266	1312	1749	143
7.	Haryana	1036	288	470	71
8.	H.P.	610	-	435	-
9.	J&K	449	183	81	-
10.	Jharkhand	720	153	535	-
11.	Karnataka	4450	891	2433	130
12.	Kerala	3008	641	2173	118
13.	M.P.	1938	465	1051	124
14.	Maharashtra	9219	2833	4762	620
15.	North East	659	17	607	-
16.	Orissa	1433	272	954	39
17.	Punjab	2165	323	1163	97
18.	Rajasthan	2617	409	1353	88
19.	Tamil Nadu	6136	1371	3770	105
20.	U.P.	4855	1110	1962	178
21.	Uttarakhand	744	40	459	-
22.	West Bengal	5326	1796	3275	60
	<b>Total</b>	<b>59920</b>	<b>14148</b>	<b>33294</b>	<b>2408</b>
	<b>Percentage</b>		<b>23.60%</b>	<b>55.56%</b>	<b>04.01%</b>



---

---

## **DOP Approved and Circulated newly elected 2016-2018 CHQ Office Bearer List and Extended Trade Union Facilities**

No. 17/12/2016-SR  
Government of India  
Ministry of Communications & IT  
Department of Posts  
(SR Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated the 6th August, 2016

To,

1. All Heads of Postal Circle
2. All Postmasters General
3. Director of Postal Staff College, Ghaziabad (UP)
4. CGM, PLI Directorate, Chankyapuri PO, New Delhi
5. CGM, (BD & M) Directorate, Dak Bhawan, New Delhi
6. Postmaster General, Foreign Mails, Mumbai
7. All Directors, Postal Training Centres
8. Directors Foreign Mails, Chennai, Kolkata and Delhi
9. All Directors/Dy. Directors of Accounts (Postal)

**Subject : List of New Office Bearers of National Union of Postal Employees,  
Postmen, MTS Group - C elected in 20th AIC of the said Union  
to be held at Kolkata from 10th to 13th August, 2016.**

Madam/Sir,

I am directed to state that fresh election of National Union of Postal Employees Postmen, MTS Group - C has been conducted and a list of new Office Bearers elected in 20th AIC of the said Union held at Kolkata from 10th to 13th August, 2016 is as under:-

<b>Sr. Designation No.</b>	<b>Name of the Office Bearer</b>	<b>Official Designation</b>	<b>Working Place</b>
1. <b>President</b>	- <b>Shri Gulam Rabbani</b>	<b>MTS</b>	<b>Hyderabad GPO-500001 (Andhra Pradesh)</b>
2. <b>Working President</b>	- Shri A.K. Solanki	Postman	Manikbaug PO, Ahmedabad-380015 (Gujarat)
3. <b>Vice President</b>	- Shri Bidhan Chaudhari	Cash Overseer	Baranpore HO, W. Bengal-742101
4. <b>Vice President</b>	- Shri Jaypal Singh	Electrician/MTS	Karnal HO-132001, (Haryana)
5. <b>General Secretary</b>	- <b>Shri T.N. Rahate</b>	<b>Postman</b>	<b>Tank Road PO, Mumbai-400033 (Maharashtra)</b>

6.	<b>Dy. General Secretary</b>	- Shri V.K. Mathur	MTS	IPHO, New Delhi-110002 (Delhi)
7.	<b>Asst. General Secretary</b>	- Shri Sunil Zunjarrao	Postman	O.E. Ambernath PO, Thane-421502 (Maharashtra)
8.	<b>Asst. General Secretary</b>	- Shri K.C. Gangaiyya	Postman	Malle Shwaram PO, Bangalore-560003
9.	<b>Asst. General Secretary</b>	- Shri Sugumaran	Postman	Pondicherry-605001
10.	<b>Asst. General Secretary</b>	- Shri Nareshchandra Sharma	Postman	Meerut HO, City 2, Meerut-252002 (Uttar Pradesh)
11.	<b>Organising Secretary</b>	- Shri Radheshyam Verma	Postman	Hoshangabad HO-461001 (Madhya Pradesh)
12.	<b>Organising Secretary</b>	- Shri Kamal Chakraborty	MTS	Governor's Camp PO, Kolkata-700062 (West Bengal)
13.	<b>Organising Secretary</b>	- Shri Surendradas	Head Postman	Perintalmanna HO, Mallapuram-679322 (Kerala)
14.	<b>Organising Secretary</b>	- Shri H.U. Makwana	Postman	Naranpura, Vistar PO, Ahmedabad-380013 (Gujarat)
15.	<b>Treasurer</b>	- <b>Shri Jagdish Ku. Sharma</b>	MTS	<b>IPHO, New Delhi-110002 (Delhi)</b>

2. This is for information and taking necessary action as per existing instructions on the subject.

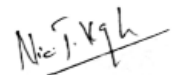
Yours faithfully,



(N.T. Varghese)  
Section Officer (SR)

Copy to: 1. General Secretary, National Union of Postal Employees Postmen, MTS Group - C,  
Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-1100054.

2. All Sections in the Department of Posts.



(N.T. Varghese)  
Section Officer (SR)

---

---

## CWC Meeting at Mysuru-15, Karnataka Circle

---

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

---

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

---

Ref. No.: NU/P-IV/1<sup>st</sup> CWC/Mysuru-15, Karnataka/02/2017

Date : 29-05-2017

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

**Subject : CWC of NUPE Postmen & Multi Tasking Staff, Group 'C' -  
in Mysuru-15, Karnataka Circle  
from 16<sup>th</sup> July, 2017 to 18<sup>th</sup> July, 2017**

Respected Sir,

The Central Working Committee of **National Union of Postal Employees, Postmen and Multi Tasking Staff, Group 'C'** will be held in **Mysuru-15, Karnataka Circle** on **16-07-2017 to 18-07-2017** (copies of the notice is enclosed).

It is requested that the **Central Working Committee Members** alongwith **Circle Secretaries** may be **granted Special Casual Leave** for attending the events **including journey period**. Suitable instructions may be issued to the **Subordiante Officer**.

Thanking you,

Encl: 1

Yours Sincerely



(T.N. RAHATE)  
General Secretary

CC for information and necessary action

1. All Circle Secretaries  
NUPE, Postmen & MTS Group C

## CWC Meeting at Mysuru-15, Karnataka Circle

U.N.I.

F.N.P.O.

I.N.T.U.C

### NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C

(Recognised by Government of India)

Central Head Quarters, Delhi-110 054

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

Ref. No.: NU/P-IV/1<sup>st</sup> CWC/01/2017

Date : 29-05-2017

#### NOTICE

It is notified for the information of all concerned that the **Central Working Committee meeting** of the National Union of Postal Employees, Postmen and Multi Tasking Staff Group C Union will be held on 16<sup>th</sup> July to 18<sup>th</sup> July, 2017 at 10.00 am at **Hotel Shringar Inter Continental, 174, Nelson Mandela Road, Opp. KSRTC Bus Depot, Bannimantap, Mysuru-15, Karnataka Circle.**

All CWC Members and Circle Secretaries are requested to attend the meeting in time positively.

The following shall be the Agenda :

1. Homage to departed Souls.
2. General Secretary Report.
3. Organisational Review.
4. Financial Review.
5. Change of Union Membership 2017
6. Future of India Post
7. Problems at all level.  
(i) Harassment of Postmen and MTS in 'Project Arrow', (100% delivery); (ii) New creation of Postman & MTS posts; (iii) Shortage of Postman and MTS Staff and Recruitment of Postman and MTS Staff; (iv) Postman new norms. The walk of the Postman should be measured by **Speedometer** only; (v) MACP Order 4-11-2013 - Ignore TBOP/BCR financial upgradation; (vi) Anomalies in MACP; (vii) To increase the rate of Uniform, to provide good quality of Uniform and Umbrella, chappals not supplied in time;
8. Resolution.
9. Agitational Programme.
10. FNPO Golden Jubilee 11<sup>th</sup> Federal Congress, October 2018.
11. Holding of next All India Conference.
12. Any other items with the Permission by Chair.
13. Vote of thanks.



(T.N. RAHATE)  
General Secretary

Ref. No.: NU/P-IV/1<sup>st</sup> CWC/01/2017

Date : .....

CC for information and necessary action

1. **The Director General/The Secretary (P), Department of Posts, Dak Bhawan, New Delhi-110001**
2. All Heads of the Circles, **with request to grant Special Casual Leave to the Central Working Committee Members with Circle Secretaries** working in their respective Circles as per the Orders on the subject.
3. All the Central Working Committee Members and Circle Secretaries
4. The Secretary General, FNPO, New Delhi-110001
5. Postal Prakash
6. Press



(T.N. RAHATE)  
General Secretary

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
Central Head Quarters, Delhi-110 054

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

Ref. No.: NU/P-IV/1<sup>st</sup> CWC/Mysuru-15, Karnataka/03/2017

Date : 29-05-2017

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

**Subject : CWC of NUPE Postmen & Multi Tasking Staff, Group 'C' -  
in Mysuru-15, Karnataka Circle  
from 16<sup>th</sup> July, 2017 to 18<sup>th</sup> July, 2017**

Sir/Madam,

The Central Working Committee of **National Union of Postal Employees, Postmen and Multi Tasking Staff, Group 'C'** will be held in **Mysuru-15, Karnataka Circle** on **16-07-2017 to 18-07-2017** (copies of the notice is enclosed).

It is requested that the **Central Working Committee Members** along with **Circle Secretaries** may be **granted Special Casual Leave** for attending the events **including journey period**. Suitable instructions may be issued to the **Subordiante Officer**.

Thanking you,

Encl: 1

Yours Sincerely



(T.N. RAHATE)  
General Secretary

CC for information and necessary action  
1. Circle Secretary, NUPE, P-IV  
..... Circle

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

Dak Bhawan, Sansad Marg,  
New Delhi-110001.  
Dated the 13th June, 2017.

File No. 17/12/2016-SR

To,


The General Secretary,  
National Union of Postal Employees Postmen, MTS Group-C,  
Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony,  
Delhi-110054.

**Subject : Regarding CWC meeting of National Union of Postal Employees  
Postmen, MTS Group 'C' to be held from 16th to 18th July, 2017  
at Mysuru-15, Karnataka.**

Sir,

I am directed to refer to your letter No. NU/P-IV/1st CWC/Mysuru-15, Karnataka/02/2017 dated 29-05-2017 on the subject mentioned above. In this regard, your attention is invited to this office letter No. 54-1/83-SPB.II dated 06.12.83 which states that the concerned Circle Secretary should furnish an attested copy of the notice to the Heads of Circles and other administrative offices requesting them to issue necessary instructions to the concerned authorities for granting Special Casual Leave to the eligible officials, subject to overall limits. Action in this regard may be taken in the light of the above instructions.

Yours faithfully,

  
(Swwarupa Saraan)  
ADG (SR & Legal)

## नेशनल यूनियन ऑफ पोस्टल एम्प्लॉईज, पोस्टमैन / एमटीएस के बीसवें अखिल भारतीय अधिवेशन की झलकियां



20वीं अखिल भारतीय कानफ्रेंस के मंच पर विराजमान महानुभाव: श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO, श्री टी.एन. रहाटे, जनरल सेक्रेटरी, NUPE P-IV और प्रेसीडेंट FNPO, श्री गुलाम रब्बानी, प्रेसीडेंट CHQ, जनरल सेक्रेटरी, NU GDS, श्री मुरलीधरन, जनरल सेक्रेटरी, सिविल, श्री के. शिवदासन और अन्य अधिकारीगण

Dignitaries who attended and addressed the 20th AIC : Shri D. Theagarajan, Secretary General, FNPO, Shri T.N. Rahate, General Secretary, NUPE P-IV and President FNPO, Shri Gulam Rabbani, President CHQ, General Secretary, NU GDS, Shri Murlidharan, General Secretary, Civil, Shri K. Shivdasan and other Office Bearers



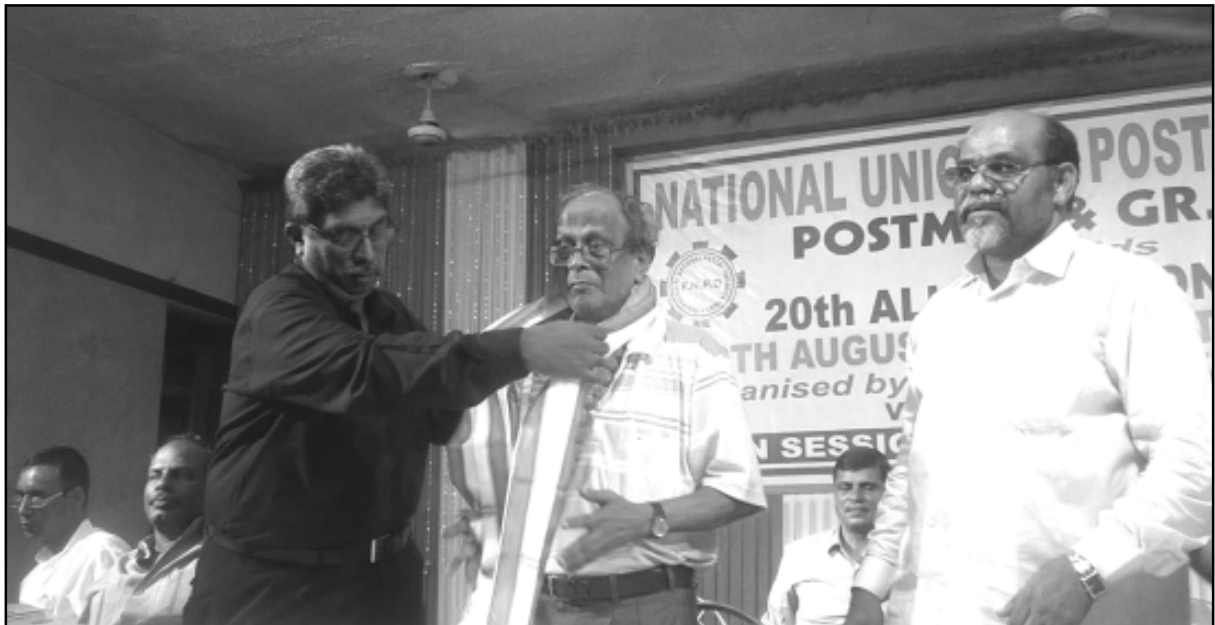
श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO कानफ्रेंस में आये डेलीगेट्स-विजीटरों को संबोधित करते हुए।

Shri D. Theagarajan, Secretary General, FNPO addressing delegates and visitors at 20th AIC at Kolkata

## नैशनल यूनियन ऑफ पोस्टल एम्प्लॉईज, पोस्टमैन / एमटीएस के बीसवें अखिल भारतीय अधिवेशन की झलकियां



अधिवेशन को संबोधित करते हुए श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO, जबकि उनके भाषण का हिन्दी अनुवाद प्रस्तुत करते हुए श्री टी.एन. रहाटे, जनरल सेक्रेटरी, NUPE P-IV और प्रेसीडेंट FNPO  
Shri D. Theagarajan, Secretary General, FNPO addressing the House and  
Shri T.N. Rahate General Secretary and President FNPO is interpreting his speech in Hindi



बुजुर्ग नेता श्री बी.एम. घोष को सम्मानित करते हुए श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO, जबकि बगल में खड़े हैं श्री टी.एन. रहाटे, जनरल सेक्रेटरी, NUPE P-IV और प्रेसीडेंट FNPO  
Senior Leader Shri B.M. Ghosh is felicitated by Shri D. Theagarajan, Secretary General, FNPO and  
Shri T.N. Rahate, General Secretary, NUPE P-IV and President FNPO is happily looking at.



## नैशनल यूनियन ऑफ पोस्टल एम्प्लॉईज, पोस्टमैन / एमटीएस के बीसवें अखिल भारतीय अधिवेशन की झलकियां



अधिवेशन को संबोधित करते हुए श्री टी.एन. रहाटे, जनरल सेक्रेटरी, NUPE P-IV और प्रेसीडेंट FNPO जबकि श्री आर.एन. आवटे को सम्मानित करते हुए श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO, जबकि बगल में खड़े हैं श्री गुलाम रब्बानी।

Shri T.N. Rahate, General Secretary is addressing the House while Shri R.N. Awate is being feliciated by Shri D. Theagarajan, Secretary General, FNPO and Shri Gulam Rabbani is also seen in the photo

श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO तथा श्री टी.एन. रहाटे, जनरल सेक्रेटरी अधिवेशन में उपस्थित सभी डेलीगेट्स के साथ प्रसन्नता का प्रदर्शन करते हुए।

Shri D. Theagarajan,  
Secretary General, FNPO and  
Shri T.N. Rahate, General Secretary  
expressing their happiness  
alongwith other delegates.



श्री टी.एन. रहाटे, जनरल सेक्रेटरी हाथ जोड़कर डेलीगेट्स का आभार मानते हुए। चित्र में सीनियर लीडर श्री बी.एम. घोष भी नजर आ रहे हैं।

Shri T.N. Rahate, General Secretary expressing his gratitude to delegates with folded hands.

Senior Leader Shri B.M. Ghosh is also seen in the photo.

## नैशनल यूनियन ऑफ पोस्टल एम्प्लॉईज, पोस्टमैन / एमटीएस के बीसवें अखिल भारतीय अधिवेशन की झलकियां

महाराष्ट्र सर्कल के डेलीगेट्स के साथ  
श्री टी.एन. रहाटे, जनरल सेक्रेटरी

Shri T.N. Rahate, General Secretary  
alongwith delegates of  
Maharashtra Circle.



श्री टी.एन. रहाटे, जनरल सेक्रेटरी मंच से  
अधिवेशन को संबोधित करते हुए। उनके  
साथ मंच पर विराजमान हैं श्री के.  
शिवदासन, जनरल सेक्रेटरी, NU Civil  
और CHQ के पदाधिकारीगण

Shri T.N. Rahate, General Secretary  
addressing AIC alongwith  
Shri K. Shivdasan, G.S., NU Civil  
and other CHQ Office Bearers  
present on dias.

सभागृह में देशभर से बड़ी संख्या में  
अधिवेशन में भाग लेने पहुंचे डेलीगेट्स  
की उपस्थिति का विहंगम दृश्य।

A large number of delegates  
from all over India attended  
20th All India Conference



---

---

## **Minutes of CWC and 20th AIC held at Kolkata during 9th and 10th to 12th August 2016**

### **Date 9th August, 2016**

As per notice of CWC issued vide No. NU/P-IV/20<sup>th</sup> AIC/02/2016-17 dt. 10.6.2016.

The CWC commenced at Binani Bhawan, Kolkata on 9th August, 2016 at 10.20 hours.

Shri Gulam Rabbani, CHQ President was in Chair.

Shri T.N. Rahate, General Secretary welcomed the CWC members and then readout the notice of CWC which was approved by the House.

Then the Minutes of last CWC of Chennai (T.N. Circle) was readout by General Secretary and approved by House.

Then the CWC was adjourned till next day.

Date 10th August, 2016 at 10.30 hours CWC commenced under the Presidentship of Shri Gulam Rabbani our CHQ President.

Then Shri T.N. Rahate, General Secretary asked CWC members to read the Minutes of last CWC which was approved yesterday and asked whether anyone wants to know anything concerned to Minutes.

Then Minutes were again approved on 10th August, 2016.

The General Secretary then asked House to make correction in Item No. 2 the year 2016 instead of 2014 wrongly typed.

Then General Secretary readout the Index Subject mentioned in Annual Report of Activities for the period 1 June 2014 to 31 July 2016.

General Secretary then clarified the Circlewise report of Member Verification. Then General Secretary readout the subject Item Page 39 to 52, 53, 54, 55, 56, 57, 58 to 60, 61 to 64, 65 to 73 74, 75-76, 77-83, 84, 85-89, 90-92, 93-95, 96-97, 97-98, 99 to 101, 102-103, 104-107, 108, 109 to 110, to 111 to 112, 113 to 114, 115 to 117, 128 to 160, 161 to 170, 171, 172 to 175, 176, 177, 178-179, 180 to 182, 183 to 185, 186 to 190, 191 to 212, 213 to 264, 265 to 271, 272 to 300, 301 to 302.

The General Secretary then offered his gratitude towards the CWC Members for the help and cooperation extended by them for better functioning of Union.

Shri Kurudigi, Circle Secretary, Karnataka spoke on item of page 161-170. The General Secretary spoke in detail and informed the House that we are waiting for the report of Cabinet Secretaries on 3-10 fixation and raising of Minimum Rs. 18,000/- General Secretary gave details of NJCM Meeting.

Shri S. Acharya spoke on the subject and also discussed DA.

Then CWC passed the Annual Report and Audited Accounts of Income and Expenditure.

General Secretary then spoke on issue of Donation of Rs. 100/- per member within 2 years for AIC.

Shri Gulam Rabbani spoke on issue.

Shri Solanki, Circle Secretary, Gujarat asked for Donation Coupon signed by President and General Secretary.

Shri Omprakash, Circle Secretary spoke on issue and asked for regular quota.

Shri Omprakash suggested that every Circle has to give two thousand to the Circle holding CWC. Secretary General, readout the Balance Quota of each Circle totalling to thousands of Rupees.

The General Secretary gave details of EMO System remitting Quota collected at par with AP Circle.

After prolong discussion CWC resolved to revision in Subscription from present Rs. 40/- to 50/-, Division 25, Circle 14, CHQ 10, FNPO 1/-.

Shri Gulam Rabbani gave detail procedure of EMO System of collection of Quota.

Shri Mathur, Dy. General Secretary spoke on bifurcation of Quota.

---

The General Secretary spoke in general regarding problems and solution thereof. The General Secretary gave details of membership Circlewise. Then General Secretary gave detail of harassment of Rajasthan Circle and the case of Ratnagiri Division of Maharashtra Circle and proposed resolutions being moved in G/B.

Shri Solanki, Circle Secretary, Gujarat spoke on the issue of SSPOs asking subordinate staff to resign from FNPO. He gave details of Strike on local level and punishment of stoppage of increment and other issues of Gujarat City Division, Ahmedabad. The General Secretary clarified the matter.

Shri Jagdish Sharma, CHQ TRR. spoke that General Secretary should be on Foreign Service after EMO System Quota. Shri Gulam Rabbani seconded the proposal and congratulated Smt. Soma Ghosh for her being the Circle Secretary of West Bengal Circle.

Shri K.V. Devan, Ex-Circle President is expelled from National Union by the Circle Union of Kerala and this CWC approved the action of Kerala Circle as the Ex-Circle Secretary made so many anti-Union activities.

General Secretary spoke on issue of change of name of our Union as **National Union of Postal Employees, Postmen and Multi Tasking Staff Group 'C'**.

Shri Lad, Offg. Circle Secretary proposed that after every six months the CWC members of Division may be granted one day Special C/L to hold CWC.

Shri Jwala Singh, Circle Secretary, Rajasthan spoke on the problems of harassment of FNPO members. Shri T.N. Rahate, General Secretary clarified the position and sum up the CWC Session and was adjourned for lunch break; but before break Shri Gulam Rabbani, President spoke on issue of leakage of revenue of Regd. newspaper. The General Secretary spoke regarding Transfer Committee. CWC resolved that Postman, MTS should be exempted from this Transfer Committee. After this matter the CWC was adjourned.

**10th August 2016 at 16.40 :** Open Session was inaugurated by Shri Raman Pandey, Secretary, All India INTUC, the Chief Guest and Shri Rajendra Prasad Singh, Ex-Cabinet Minister spoke on the occasion; before this Shri D. Theagarajan, Secretary General, FNPO gave opening address. Shri T.N. Rahate, General Secretary also gave his speech and Shri Gulam Rabbani President gave his concluded speech and Open Session concluded at 18.00 hours and Conference was adjourned till next day.

**11th August 2016 at 10.45 hrs :** The Delegate Session started. Shri D. Theagarajan Secretary General, FNPO was the Chief Guest as usual. Shri Gulam Rabbani, President NU P-IV was in Chair. Almost all CWC members of CHQ were present on dais.

Shri T.N. Rahate read out the Annual report page by page as per Annexure.

Shri P.U. Murlidharan, General Secretary, NU GDS, Shri Shivdasan as Civil Wing were also present in the Delegate Session.

Shri T.N. Rahate read out page 54, 55 printed issues 'संगठन की आर्थिक समीक्षा तथा भारतीय डाक का भविष्य'. He gave information to House that Department of Post assured us that only Post Bank will be separated partly from the Department but no any other Department of Posts will be corporatize. General Secretary then detailed the Page 57 of report issue of problems at all level.

General Secretary then completed reading of Annual Report with Vote of thanks of page 303.

The House then approved the Annual Report upto page 303 including Statement of Income and Expenditure for the year 1-4-2014 to 31-3-2015 and year 1-4-2015 to 31-3-2016.

Then General Secretary spoke on Item 4 Organisation Review. The House started with speeches of attending members.

Firstly Shri Kapil, Darjling spoke on various issues.

Shri Jagautar, Rampur, UP spoke on problems of his Division and gave letter to General Secretary.

Shri Dinesh Kumar, Dy. Circle Secretary, Bihar and Divisional Secretary, Sitamadhi spoke on Divisional problems.

Shri Mohd. Akhtharu Zzaman, TRR, Hyderabad City Division spoke on various problems.

---

Shri Ashwini Kumar, V/P , Punjab Circle spoke in favour of Independent Strike from Postal only. He particularly spoke about increase of membership from 17 to 117. He has given so many cases of his Division and particularly detailed the incident of CRC wherein Shri K.L. Moza, the then Secretary General, NFPE helped him to get the appointment.

Shri A.V. Damodaran, Delegate, Chennai City (N) Division highlighted that substitute are not provided in C/L arrangement.

Shri Jagdish Chaupal, Divisional Secretary, Samstipur, Bihar spoke on new pension scheme, 7th Pay Commission, anti Labour Recommendations.

Shri D.D. Nimavat, President, Junagadh, Gujarat spoke on non-issue of Bi-monthly Meeting, suspension case settled within 3 hours, staff position.

Shri Jay Kumar, Divisional Secretary, Muzaffarpur, Bihar congratulated West Bengal Circle for holding AIC at Kolkata. Temporary Status Casual Labour case of Bihar settled. Membership 85 in Division, P&T Dispensary. At 13.30 House adjourned for lunch.

### **At 15.20 on 11-8-2016**

Delegate Session started after lunch. First Speaker was deputise Circle Secretary, Andhra Pradesh Circle who put forth difficulties in cash conveyance of MENREGA. His name is G. Karunakar, Divisional Secretary, Medak.

Second Speaker Shri Ravi Shankar, Bihar, Circle Secretary, Bihar told that all the problems are given to CHQ.

Shri Omprakash, Circle Secretary, Delhi spoke on difficulties of Server down. To make good relations with members, engagement of ODP in case of vacant post, he offered his thanks for attending AIC.

Shri Naval Kishor Mandal, Circle Secretary, Jharkhand spoke on difficulties for holding AIC; requested to donate Rs. 100/- per member within 2 years for holding expenditure of future AIC. Nett payment for kit items including Uniform Rs. 10000 per year.

Shri Acharya deputise Circle Secretary, Karnataka Circle, spoke for not filling of post of Sorting Postman at Karnataka Circle, 7th CPC, Fitment at 2.57 etc.

Shri Radhesham Verma, Circle Secretary, Madhya Pradesh spoke in very good Hindi. He apologized for incident, vacant post, Amazon, Speed Articles big size articles, stitching charges, delivery in multi-storey buildings, duties of Mail Overseer.

Shri Santosh Lad, Deputy Circle Secretary, Maharashtra offered sincere thanks to West Bengal Circle for holding AIC. Maharashtra Membership 2833, spoke about problems of CGIS. Medical Treatment Allowance, in lieu of CGIS, dilapidated condition of buildings housing post offices, close of Civil Wing, our Union as Number One.

Shri Parsuram Gupta, C/S, UP spoke on issue of attitude of General Secretary, Shri T.N. Rahate. He himself followed his attitude in UP Circle with staff and our Circle increased membership. Non-recruitment, 'Dharma Aur Karma', Recruitment, ODP.

Smt. Soma Ghosh, Circle Secretary, West Bengal Circle spoke in case of membership. Non-payment of incentive bill, Parcel Hub, Kit Item, Drinking Water, delay in Recruitment, non-implementation of Orders at SSP level.

Shri P. Suguramjee, Circle Secretary, Tamilnadu readout his written speech.

Shri Sanjit Kumar Yadav, Patna, GPO spoke on FNPO Strength, 7th CPC injustice caused by Modi Government.

Shri Kurudigi, AGS spoke on 7th CPC Development, Strike Notice formation of Minister Level Committee which will give us report within 4 months to decide the demand of staff fitment formula 3.10. Upgradation on from minimum 18,000 to 23,000 and fate of existing allowance. He then spoke on resolution to be placed before AIC.

Shri Sunil Zunjarrao, AGS, spoke as 'कौन कहता है कि आसमां में छेद नहीं होता, कोई तो एक पत्थर तबियत से उछालो यारो।'

---

Then he urged to join INTUC Strike of 2nd September, 2016 being FNPO Affiliated INTUC. He then asked CHQ for change of colour of Uniform. He thanked Shri B.M. Ghosh and Smt. Soma Ghosh for holding AIC.

Shri A.K. Solanki, Working President, CHQ spoke in R/O Strike of two days at Gujarat Circle, Verification of Membership, Recruitment Process, CGIS, Employment of one dependent of deceased employee at par with Railway.

Shri Jagdish Sharma, CHQ TRR spoke/addressed Session. Offered his sincere thanks for holding AIC on short notice. He referred to the value of Postman by his working to public.

Shri G. Anil Kumar, Circle Secretary, Kerala addressed the House. In written speech, points are GDS Service should be counted for pension of Postman, MTS promoted from GDS. Common policy throughout Country for delivery of COD Parcels, Remuneration or hiring autoriksha or Special Delivery System. A common computer with printer should be provided to the Sorting Station to generate the slip from Postman himself so that he can move to his beat as early as possible.

Then Shri P.U. Murlidharan, General Secretary NU GDS and Shri P. Shivdasan, General Secretary, Civil Wing addressed the Session.

Shri N.N. Mujawar, ASG, FNPO addressed House. He gave information regarding his participation of Asia Pacific in Bangkok and deliberation taken place there. He gave danger of mail shortage and suggested that we must focus our service towards, logistics, parcel, Amazon as such there will not be ordinary mail for delivery by Postman.

100% recruitment must be from GDS. He asked Staff to go with Advance Technology by using Email, Computers, WhatsApp. He then made demand for Rs. 10,000/- cash payment for kit, benchmark.

Then Shri Awate, Shri Gadgil Guruji, Shri B.M. Ghosh, Shri Mujumadar, Shri Shekhar Mukherjee were garlanded by Shri D. Theagarajan for their good work and help extended to NU P-IV CHQ.

Session adjourned at 19.00 hours.

On 12th August, 2016 at 10.00 Session resumed. At the start Shri Gulam Rabbani, President CHQ, addressed the House in detail covering all the issues related to Postman, MTS cadre.

Then Shri D. Theagarajan, Secretary General, FNPO addressed House on 7th CPC issue. He cleared the position of a family consisting 6 members and cost of living comes upto Rs. 26,000/- The Agriculture Ministry cost comes upto Rs. 24,000/-. We tried discussion with the Government and asked for change the minimum of Rs. 18,000/- but in vain. We are in bad situation since 1st to 6th CPC the fixation formula was increased but first time the fitment formula is decreased.

Then he referred the allowances, DA, TA, HRA, etc. Then he discussed the Benchmark, discussed MACP.

Your Secretary General, General Secretary, Circle Secretary, Divisional Secretary are not Union you the members are Union. We are cheated from Chairman 7th CPC, Finance Minister and Prime Minister of India.

We are doing the business without any capital. On the other hand company are doing the business with hand to hand officers and company executives.

Then he spoke on the issue of outsourcing of Speed Post/Regd. Letter/PL etc.

He then talked about Bonus Notification. Then he concluded his speech.

Shri Gadgil Guruji placed Amendments to Constitution and moved Resolutions before House and House passed both the Items unanimously. And House was adjourned for lunch.

**On 12th August 2016** - House commenced after lunch at 18.00 Hours. The General Secretary read out the member position of all Circles. He then gave detailed position of Delhi and Kerala Circle.

The unanimously prepared list was read out by Shri D. Theagarajan, Secretary General, FNPO and the House approved by thumping clapping.

The AIC concluded.

## मिनिट्स ऑफ CWC

ता. 9 अगस्त, 2016 -

CHQ द्वारा प्रसारित की गयी नोटिस क्रं. NU/P-IV/20th AIC/02/2016-17 dated 10-6-2016 के अनुसार आज ता. 9 अगस्त, 2016 को 10.20 बजे बिनानी भवन, कोलकता में CWC का आगज हुआ। श्री गुलाम रब्बानी ने अध्यक्षता की।

श्री टी.एन. रहाटे द्वारा प्रस्तुत CWC नोटिस को हाउस ने मान्यता प्रदान की।

तत्पश्चात् पिछली CWC जो सलेम (Tamilnadu) में ता. 27-10-2015 से 29-10-2015 को संपन्न हुई थी उस CWC के मिनिट्स सभा पटल पर पढ़कर सुनाया और CWC दूसरे दिन तक के लिए स्थगित की गयी।

ता. 10 अगस्त, 2016

आज ठीक सुबह 10.30 बजे पुनः CWC शुरू की गयी। सर्व प्रथम श्री गुलाम रब्बानी अध्यक्ष CHQ ने मंच पर आकर अध्यक्ष का स्थान ग्रहण किया, तत्पश्चात् श्री टी.एन. रहाटे पिछले दिन सभा पटल पर प्रस्तुत मिनिट्स पर यदि कोई प्रश्न हो तो पूछने के लिए सदस्यों से कहा किंतु किसी ने भी कुछ नहीं पूछा और मिनिट्स पारित कर दिये।

इस पर श्री रहाटेजी ने CWC के जनरल सेक्रेटरी द्वारा द्विवार्षिक रिपोर्ट की सूची अनुसार विषयों की जानकारी दी जो 1 जून 2014 से 31 जुलाई 2016 तक की कार्यवाही का है। जनरल सेक्रेटरी द्वारा सर्कल की सदस्य गणना की रिपोर्ट पढ़कर सुनायी। इसके पश्चात् द्विवार्षिक रिपोर्ट पेजवाईज विषयानुसार निर्देशित पढ़ी और जहां आवश्यक हुआ वहां CHQ द्वारा किये गये प्रयासों की चर्चा की। पूर्ण द्विवार्षिक रिपोर्ट पटल पर रखने के बाद जनरल सेक्रेटरी ने केंद्रीय समिति के सभी सदस्यों द्वारा दिये गये सहयोग के लिए उनके प्रति आदर व्यक्त किया और संगठन को सुचारू रूप से कार्यान्वित रखने के लिए कृतज्ञता व्यक्त की।

श्री कुरुडगी, सर्कल सेक्रेटरी, कर्नाटक ने कार्यकारिणी को संबोधित किया और रिपोर्ट के पृष्ठ क्रं. 161-170 के विषय में जानकारी देने की मांग की।

जनरल सेक्रेटरी ने इस पर विस्तार से बात की और कहा कि हम कैबिनेट सेक्रेटरी द्वारा आगामी चार माह बाद होनेवाले निर्णय की प्रतीक्षा में हैं जहां कम से कम वेतन 18,000 से बढ़ाकर 26,000 की मांग तथा फिटमेंट फार्मुला 3.10 तक बढ़ाने की मांग प्रमुख है।

जनरल सेक्रेटरी द्वारा NJCM मितिग की पूरी जानकारी सदन को दी गयी।

श्री एस. आचार्य, कर्नाटक सर्कल ने इसी विषय पर सदन में अपने विचार रखे तथा भविष्य में होनेवाली DA में कटौती की आशंका जताई।

इसके पश्चात केंद्रीय कार्यकारिणी ने सर्वसम्मती से द्वैवार्षिक रिपोर्ट तथा आडीटर द्वारा जांचा हुआ आय तथा खर्च के हिसाब को मान्यता दी।

जनरल सेक्रेटरी द्वारा 100/- रुपये प्रति सभासद दो साल में एक बार डोनेशन या लेवी के रूप में AIC के लिए फंड जमा करने के विषय में विस्तारपूर्वक कहा।

श्री रब्बानी, अध्यक्ष द्वारा इस विषय पर सहमति जताई।

श्री सोलंकी, सर्कल सेक्रेटरी, गुजरात ने कोटा नियमित जमा करने की बात की तथा भविष्य में AIC लेनेवाली सर्कल को दूसरी हर सर्कल 2000/- रुपये डोनेशन देने का सुझाव दिया।

जनरल सेक्रेटरी ने हर सर्कल से बकाया कोटा रकम की जानकारी दी जो कई हजार रुपयों में है।

जनरल सेक्रेटरी ने EMO के द्वारा जमा चंदा किस प्रकार CHQ तथा सर्कल को प्राप्त करने की विस्तार से जानकारी दी तथा आंध्र प्रदेश सर्कल द्वारा इस प्रणाली से चंदा जमा करने एवं भेजने की कार्यप्रणाली को सभी सर्कल द्वारा अपनाने की अपील की।

इसके उपरांत लंबी चर्चा के बाद सर्वसम्मती से मासिक चंदा 40 रुपये से बढ़ाकर 50 रुपये करने के लिए CWC ने मान्यता दी। 50/- रुपये का बंटवारा नीचे लिखे अनुसार होगा -

FNPO	01.00 रुपये
CHQ	10.00 रुपये
Circle	14.00 रुपये
Division	15.00 रुपये
Branch	10.00 रुपये

श्री गुलाम रब्बानी, अध्यक्ष द्वारा EMO द्वारा चंदा इकट्ठा करना तथा कोटा भेजने की कार्यप्रणाली को विस्तारपूर्वक सदस्यों को बताया गया।

श्री माथुर, डेप्यूटी जनरल सेक्रेटरी द्वारा कोटा बंटवारे के विषय में बताया गया।

श्री टी.एन. रहाटे, जनरल सेक्रेटरी ने सभा को संबोधित किया तथा प्रश्न और उनका निराकरण करने के बारे में विस्तृत चर्चा की। सभी सर्कल की सभासद संख्या बतायी। इसके पश्चात् राजस्थान सर्कल में हो रहे उत्पीड़न पर विस्तारपूर्वक जानकारी दी तथा महाराष्ट्र सर्कल के रत्नागिरी डिवीजन में हमारे संगठन के सेक्रेटरी पर हो रही ज्यादतियों की जानकारी दी और इन संवेदनशील विषयों पर AIC में रिजोलुशन पारित करने का सुझाव दिया जिसे वर्किंग कमेटी ने मान्यता दी।

श्री सोलंकी, सर्कल सेक्रेटरी, गुजरात ने अपने संबोधन में जानकारी दी कि खेड़ा डिवीजन के SSPOs द्वारा सभी कर्मचारियों के SMS द्वारा यूनियन से इस्तीफा देने की बात की गयी तथा स्थानीय स्तर पर आंदोलन के लिए उनकी 35 माह की वेतनवृद्धि रोक दी गयी।

जनरल सेक्रेटरी ने इन विषयों पर विस्तृत जानकारी दी।

श्री जगदीश शर्मा, CHQ, ट्रेजरर ने अपने संबोधन में कहा कि जनरल सेक्रेटरी को EMO द्वारा कोटा प्राप्त होते ही फारेन सर्विस दी जाये।

श्री गुलाम रब्बानी ने अपने संबोधन में श्री जगदीश शर्मा द्वारा प्रस्तावित फारेन सर्विस के लिए अपना अनुमोदन दिया तथा श्रीमती सोमा घोष, सर्कल सेक्रेटरी (वेस्ट बंगाल) के पद पर निर्वाचन के लिए उनका अभिनंदन किया। केंद्रिय कार्यकारिणी द्वारा केरल सर्कल के निर्णय को पारित किया जिसमें श्री के.वी. देवन, पूर्व सर्कल प्रेसीडेंट को संगठन विरोधी कार्यों के लिए संगठन के मेंबरशीप से निष्कासित किया गया है।

जनरल सेक्रेटरी द्वारा अपने संगठन के नाम में संशोधन की मांग की जिसे CWC से पारित किया, अब नया नाम होगा National Union of Postal Employees, Postmen and Multi Tasking Staff Group C.

श्री लाड, डिप्यूटी सर्कल सेक्रेटरी, महाराष्ट्र ने सुझाव दिया कि हर डिवीजन के DWC के लिए CWC सदस्यों को हर 6 माह में एक बार होनेवाली DWC/CWC के लिए एक दिन की स्पेशल C/L दी जाये।

श्री ज्वाला सिंह, सर्कल सेक्रेटरी, राजस्थान ने राजस्थान सर्कल में जनरल यूनियन के सभासदों पर हो रही ज्यादतियां तथा उत्पीड़न की विस्तृत जानकारी दी।

जनरल सेक्रेटरी द्वारा राजस्थान सर्कल के प्रश्नों पर विस्तृत जानकारी दी गयी।

श्री गुलाम रब्बानी, प्रेसीडेंट द्वारा सदन को बताया गया कि उन्होंने डाक विभाग को रजिस्टर न्यूजपेपर कम चार्ज पर भेजने से होनेवाली नुकसान से अवगत कराया और विभाग ने इस विषय पर तुरंत कार्रवाई की।

जनरल सेक्रेटरी द्वारा पोस्टमैन, MTS के तबादले के विषय में सदन को जानकारी दी तथा AIC की GB में इसके लिए प्रस्ताव पारित करने का सुझाव दिया जो मान लिया गया।

इसके उपरांत CWC स्थगित की गयी।



---

---

**मिनिट्स ऑफ अखिल भारतीय अधिवेशन,  
पोस्टग्रैन एम.टी.एस. ग्रुप C, नेशनल युनियन, कोलकता, पश्चिम बंगाल  
10 अगस्त से 13 अगस्त, 2016**

खुला अधिवेशन ता. 10 अगस्त, 2016 ठीक 16.40 को खुले अधिवेशन का आयोजन किया गया। इस खुले अधिवेशन की अध्यक्षता हमारे संगठन के अध्यक्ष श्री गुलाम रब्बानी ने की। प्रमुख वक्ता के रूप में श्री डी. त्यागराजन उपस्थित थे। खुले अधिवेशन के प्रमुख अतिथि श्री रमण पांडे द्वारा दीप प्रज्वलन के पश्चात प्रमुख अतिथियों तथा मान्यवरों ने सदन को संबोधित किया। श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO, श्री टी.एन. रहाटे, जनरल सेक्रेटरी तथा श्री गुलाम रब्बानी, प्रेसीडेंट ने समयोचित भाषण किये और खुला अधिवेशन संपन्न हुआ।

### डेलीगेट सेशन

#### 11 अगस्त, 2016

ठीक 10.45 को डेलीगेट सेशन शुरू किया गया। श्री गुलाम रब्बानी अध्यक्ष स्थान पर थे। श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO प्रमुख अतिथि थे। सभी कार्य समिति सदस्य मंच पर उपस्थित थे। श्री टी.एन. रहाटेजी ने सर्वप्रथम द्वैवार्षिक रिपोर्ट विषय सूची अनुसार पढ़ा।

इस बीच श्री पी. यू. मुरलीधरन, जनरल सेक्रेटरी, NU GDS तथा श्री पी. शिवदासन, जनरल सेक्रेटरी, सिविल विंग मंच पर उपस्थित हुए।

श्री रहाटे, जनरल सेक्रेटरी, इन्होंने रिपोर्ट के पृष्ठ क्रं. 54 और 55 संगठन की आर्थिक समिति तथा भारतीय डाक का भविष्य को पढ़ा और सदन को जानकारी दी कि डाक विभाग ने संगठन को आश्वस्त किया है कि केवल पोस्ट बैंक विभाग को ही डाक विभाग से अलग किया जायेगा तथा डाक विभाग का अन्य कोई भी विभाग को कार्पोराइज नहीं किया जायेगा। इसके बाद जनरल सेक्रेटरी ने रिपोर्ट के पेज 57 के विषय पर जानकारी दी और पूर्ण रिपोर्ट पेज 303 आभार व्यक्त किया। सदन ने पूर्ण द्वैवार्षिक रिपोर्ट पेज 303 तक जिसमें वर्ष 2014-2015 तथा 2015-2016 का आय और खर्च का विवरण सम्मिलित है, को एकमत से पारित किया।

जनरल सेक्रेटरी ने सदन को संबोधित कर सदस्यों से डेलीगेट सेशन में चर्चा के लिए आमंत्रित किया।

श्री कपिल, दार्जिलिंग ने सदन को संबोधित किया तथा विविध विषयों पर विचार प्रगट किये।

श्री रामऔतार, रामपुर (उत्तर प्रदेश) ने सदन को संबोधित किया और उनके डिवीजन की समस्याएं बताई और जनरल सेक्रेटरी को लिखित में दी।

श्री दिनेश कुमार, डेप्यूटी सर्कल सेक्रेटरी, बिहार ने अपने भाषण में सीतामढ़ी विभाग की समस्याएं बताई।

श्री मोहम्मद अख्तुर् जम्मान, TRR हैदराबाद सिटी डिवीजन ने अपने भाषण में विविध समस्याओं पर अपने विचार प्रगट किये।

श्री अश्विनी कुमार, V/P, पंजाब सर्कल ने केवल डाक कर्मचारियों को अपने बलबुते पर हड़ताल पर जाने की बात की। उन्होंने उनके विभाग से 17 से 117 मेंबर बढ़ाने की जानकारी दी तथा विशेषता से स्व. श्री के.एल. मोझा, P-III, जनरल सेक्रेटरी का उल्लेख किया जिन्होंने उन्हें न्याय दिलाने में भरसक कोशिश की।

श्री ए.वी. दामोदरन, डेलीगेट चेन्नई सिटी (नार्थ) ने कहा कि कैज्युअल लेबर अरेंजमेंट में आउटसाईडर लगाने चाहिए।

श्री जगदीश चौपाल, डिवीजनल सेक्रेटरी, समस्तीपुर, बिहार ने कहा कि न्यू पेंशन स्कीम, 7th CPC ने जो अन्याय किया है उस पर विचारपूर्वक संघर्ष करना होगा।

श्री निमावत, प्रेसीडेंट जुनागढ़, गुजरात ने कहा कि बाय मंथली मीटिंग नहीं हो पा रही है, स्टाफ पोजीशन पर बात की।

श्री अजय कुमार, डिवीजनल सेक्रेटरी, मुजफ्फरपुर, बिहार ने अपने भाषण में वेस्ट बंगाल का AIC लेने के लिए अभिनंदन किया तथा बिहार की कैज्युअल लेबर केस सेटेल करने की जानकारी दी। 85 मेंबरशिप की जानकारी दी तथा P&T दवाखाने के विषय में CHQ को पत्र दिया।

13.30 बजे भोजन अवकाश के लिए सदन स्थगित किया गया।

## 11 अगस्त, 2016, समय 15.30

डेलीगेट सेशन लंच के बाद शुरू हुआ। सर्वप्रथम वक्ता के रूप में सर्कल सेक्रेटरी श्री जी. करमरकर, डिवीजनल सेक्रेटरी, मेदक ने कहा कि मनरेगा के लिए कोटा लाने ले जाने में बहुत कठिनाइयों का सामना करना पड़ता है।

श्री रविशंकर, सर्कल सेक्रेटरी, बिहार ने कहा कि सभी प्रॉब्लेम निबटारे के लिए CHQ को भेज दिये हैं।

श्री ओमप्रकाश, सर्कल सेक्रेटरी, दिल्ली ने कहा कि सर्वर डाऊन होने के कारण कठिनाइयों का सामना करना पड़ता है। उन्होंने सभासदों से अच्छे संबंध बनाने की अपील की। सभी रिक्त पदों पर ODP अेंगेंज करने की बात की। AIC में आने के लिए खुशी जाहिर की।

श्री नवल किशोर मंडल, सर्कल सेक्रेटरी, झारखंड ने कहा कि AIC होल्ड करने में बहुत कठिनाइयां आती हैं। 100 रुपये डोनेशन दो साल में एक बार देने की अपील की, ताकि AIC का खर्च निकल सके। कीट आयटम के लिए हर साल रु. 10,000/- की मांग की।

श्री आचार्य, डेप्यूटी सर्कल सेक्रेटरी, कर्नाटक ने कर्नाटक सर्कल में सार्टिंग पोस्टमैन रिक्त पदों की, तथा 7th CPC की चर्चा की।

श्री राधेश्याम वर्मा, सर्कल सेक्रेटरी, मध्य प्रदेश ने खड़ी बोली हिन्दी में सदन को संबोधित किया और रिक्त पदों, अमोजोन, बड़े आकार के आर्टिकल, सिलाई चार्ज, बहुमंजिल इमारतों में डिलीवरी आदि विषयों पर मत प्रदर्शित किये।

श्री संतोष लाड, डेप्यूटी सर्कल सेक्रेटरी, महाराष्ट्र ने अपने भाषण में वेस्ट बंगाल सर्कल को AIC होल्ड करने के लिए धन्यवाद किया। महाराष्ट्र की मेंबरशिप 2833 की जानकारी दी, CGIS, Medical Allowance देने की बात की। पोस्ट आफिस इमारतें तथा स्टाफ क्वार्टर की दयनीय हालत की चर्चा करते हुए सिविल विंग को समाप्त करने की मांग की।

श्री परसुराम गुप्ता, सर्कल सेक्रेटरी, मध्य प्रदेश ने अपने संबोधन में श्री टी.एन. रहाटे, जनरल सेक्रेटरी के व्यवहार की प्रशंसा की और कहा कि उनके नक्शे कदम पर चलकर उत्तर प्रदेश में सभासद संख्या में बढ़ोत्तरी की है। उन्होंने धर्म और कर्म, कर्मचारी भर्ती, ODP, आदि पर बात की।

श्रीमती सोमा घोष, सर्कल सेक्रेटरी, वेस्ट बंगाल ने अपने भाषण में सभासद संख्या, इन्सेटिव बिलों का भुगतान न होना, पार्सल हब, किट आयटम, पीने का पानी, कर्मचारी भर्ती आदि विषयों पर प्रकाश डाला। डिवीजनल स्तर पर आदेशों को कार्यान्वित करने की बात की।

श्री पी. सुगुरामन, सर्कल सेक्रेटरी, तमिलनाडु सर्कल ने अपना अंग्रेजी में लिखित भाषण पढ़ा।

श्री संजीव कुमार यादव, पटना जी.पी.ओ., बिहार ने FNPO की ताकत 7th CPC द्वारा अन्याय और मोदी सरकार की कर्मचारी विरोधी नीतियों पर प्रकाश डाला।

श्री कुरुडगी, सर्कल सेक्रेटरी, कर्नाटक ने 7वां पे कमीशन, स्ट्राईक नोटिस, मंत्री स्तरीय कमेटी की चार महीने बाद आने वाली रिपोर्ट आदि पर प्रकाश डाला।

श्री सुनील झुंजारराव, AGS ने अपने संबोधन में कहा कि -

कौन कहता है कि आसमान में छेद नहीं होता। कोई तो एक पत्थर तबियत से उछालो यारो।

उन्होंने 2 सितंबर, 2016 की देशव्यापी हड़ताल की मांग लेने की अपील की। यूनिफार्म का रंग बदलने की मांग की तथा श्री बी.एम. घोष और श्रीमती सोमा घोष का कोलकता में AIC के आयोजन पर धन्यवाद किया।

श्री वी.के. माथुर, डेप्युटी जनरल सेक्रेटरी, दिल्ली ने अपने संबोधन में उन्होंने बहुत सारे विषयों पर प्रकाश डाला प्रमुखतः दिल्ली से संबंधित विषय तथा श्री बी.एम. घोष और श्रीमती सोमा घोष के प्रति आभार व्यक्त किया AIC के सफल आयोजन के लिए।

श्री ए.के. सोलंकी, वर्किंग प्रेसीडेंट CHQ ने अपने भाषण में अहमदाबाद में स्थानीय प्रश्नों पर आयोजित दो दिन के हड़ताल का विवरण प्रस्तुत किया। वेरीफिकेशन मेंबरशिप, रिक्रूटमेंट पद्धति, CGIS, CRC रेल्वे विभाग के समकक्ष आदि विषयों पर बात की।

श्री जगदीश शर्मा, TRR CHQ ने अपने संबोधन में इतने कम समय में AIC आयोजन के लिए धन्यवाद दिया तथा पोस्टमैन द्वारा जनता सेवा की सराहना की।

श्री जी. अनिल कुमार, सर्कल सेक्रेटरी, केरल ने अपना लिखित भाषण पढ़कर सुनाया जिसमें प्रमुखतः GDS सर्विस को पोस्टमैन, MTS पेंशन के लिए हिसाब में लाने की मांग की जो GDS प्रमोशन पर आते हैं। देश भर की डिलीवरी COD पार्सल, के लिए किराये पर लिये जा रहे ऑटो रिक्शा आदि के लिए समान पालिसी की मांग रखी। पोस्ट आफिस डिलीवरी विभाग में एक कंप्यूटर प्रिंटर के साथ सप्लाई किया जाये ताकि पोस्टमैन खुद ही अपने आर्टिकल की डिलीवरी स्लीप निकालकर वक्त पर डिलीवरी के लिए जा सके।

श्री पी.यू. मुरलीधरन, जनरल सेक्रेटरी, NU GDS ने सदन को संबोधित किया और कहा कि NU GDS हर समय पोस्टमैन यूनियन के साथ है।

श्री पी. शिवदासन, जनरल सेक्रेटरी, सिविल विंग ने AIC को उनकी ओर से हार्दिक शुभकामनाएं दीं।

श्री एन.एन. मुजावर, ASG, FNPO ने अपने संबोधन में Asia Pacific Bangkok में UNI की ओर से भाग लेने की जानकारी सदन को दी। भविष्य में सभी देशों में डाक कम होने के कारण डाक विभाग को अमेझान, लोजिस्टिक, पार्सल, आदि वितरण के लिए जमा करने के विषय पर प्रकाश डाला। 100% भर्ती GDS से करना किट आयटम के लिए वार्षिक 10,000/- रुपये बेंच मार्क आदि विषयों पर प्रकाश डाला।

तदुपरांत: श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO ने AIC की ओर से श्री आवटे, मोरे, गुरुजी, बी.एम. घोष, मुजुमदार, शेखर मुखर्जी का पुष्प माला पहनाकर सत्कार किया। इन्होंने NU P-IV को सहकार्य किया।

सदन शाम 7.00 बजे अगले दिन तक के लिए स्थगित किया गया।

12 अगस्त 2016 को सुबह 10.00 बजे फिर से सदन के कार्रवाई शुरू हुई। सर्वप्रथम श्री गुलाम रब्बानी CHQ अध्यक्ष ने सदन को संबोधित किया और पोस्टमैन MTS संबंधित सभी प्रश्नों पर विस्तृत प्रकाश डाला।

तत्पश्चात् श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO ने सदन में भाषण के दौरान 7th CPC और से संबंधित विषयों की चर्चा की जैसे आज की स्थिति में 6 व्यक्तियों के एक कुटुंब के लिए रहने और खाने का खर्च प्रति माह रु. 26,000/- आता है और यह बात सरकार का अग्रीकल्चर मंत्रालय का हिसाब है। संगठन ने सरकार से विस्तृत चर्चा कर मिनीमम वेतन रु. 18,000/- को बढ़ाने की मांग की किंतु नतीजा नहीं निकला। उन्होंने आगे कहा कि हम बहुत बुरी अवस्था में हैं। प्रथम पे कमीशन से लेकर 6वे पे कमीशन में हर बार फिटमेंट फार्मुला बढ़ाया गया है किंतु 7वे पे कमीशन में इसे कम कर दिया गया है यह घोर अन्याय है। आगे उन्होंने TA DA आदि Allowance, बेंच मार्क, MACP आदि पर बात की। सभासदों के कारण ही संगठन है। पदाधिकारियों के कारण नहीं, हमें सरकार ने धोखा दिया है। हम बिना पूंजी के काम करते हैं। कार्पोरेट वर्ग सरकार और अधिकारियों के साथ मिलकर डाक विभाग को खत्म करने की योजनाएं बना रहे हैं, आदि बातें की।

इसके उपरांत श्री गाडगिल गुरुजी द्वारा प्रस्तुत संगठन की नियमावली में संशोधन और प्रस्तावों को सर्व सम्मती से सदन ने पारित किया और सदन भोजन अवकाश के लिए स्थगित हुआ।

12 अगस्त 2016 को शाम 6 बजे सदन फिर से प्रारंभ हुआ और रात 12 बजे तक चलता रहा। हर सदस्य बोलना चाहता था। इसलिए सदन को एक दिन के लिए बढ़ाया गया। इस सेशन में जनरल सेक्रेटरी द्वारा सभासद संख्या प्रत्येक सर्कल की बताई गई। दिल्ली और केरल सर्कल की बढ़ोतरी का खास उल्लेख किया गया।

श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO द्वारा वर्ष 2016-2018 के लिए नई बॉडी का गठन करने हेतु सर्व सम्मती से प्रस्तुत लिस्ट पढ़कर सुनाई जिसे सदन ने एकमत से करतल ध्वनि मत से पारित कर दिया। वह निम्न प्रकार है -

---

---

### List of Office Bearers for year 2016-2018

1. <b>President</b>	- <b>Shri Gulam Rabbani</b>	<b>MTS</b>	<b>Hyderabad GPO-500001 (AP)</b>
2. <b>Working President</b>	- Shri A.K. Solanki	Postman	Manikbaug PO, Ahmedabad-380015 (Gujarat)
3. <b>Vice President</b>	- Shri Bidhan Chaudhari	Cash Overseer	Baranpore HO, W. Bengal-742101
4. <b>Vice President</b>	- Shri Jaypal Singh	Electrician/MTS	Karnal HO-132001, (Haryana)
5. <b>General Secretary</b>	- <b>T.N. Rahate</b>	<b>Postman</b>	<b>Tank Road PO, Mumbai-400033 (Maharashtra)</b>
6. <b>Dy. General Secretary</b>	- Shri V.K. Mathur	MTS	IPHO, New Delhi-110002 (Delhi)
7. <b>Asst. General Secretary</b>	- Shri Sunil Zunjarrao	Postman	O.E. Ambernath PO, Thane-421502 (Maharashtra)
8. <b>Asst. General Secretary</b>	- Shri K.C. Gangaiyya	Postman	Malle Shwaram PO, Bangalore-560003
9. <b>Asst. General Secretary</b>	- Shri Sugumaran	Postman	Pondicherry-605001
10. <b>Asst. General Secretary</b>	- Shri Nareshchandra Sharma	Postman	Meerut HO, City 2, Meerut-252002 (Uttar Pradesh)
11. <b>Organising Secretary</b>	- Shri Radheshyam Verma	Postman	Hoshangabad HO-461001 (Madhya Pradesh)
12. <b>Organising Secretary</b>	- Shri Kamal Chakraborty	MTS	Governor's Camp PO, Kolkata-700062 (West Bengal)
13. <b>Organising Secretary</b>	- Shri Surendradas	Head Postman	Perintalmanna HO, Mallapuram-679322 (Kerala)

14. <b>Organising Secretary</b>	- Shri H.U. Makwana	Postman	Naranpura, Vistar PO, Ahmedabad-380013 (Gujarat)
15. <b>Treasurer</b>	- <b>Shri Jagdish Ku. Sharma</b>	<b>MTS</b>	<b>IPHO, New Delhi- 110002 (Delhi)</b>
16. Auditor	(i) Shri S.B. More (ii) Shri Shriniwas Acharya (iii) Shri Nawal Kishore Mandal (iv) Shri Ashvin Kumar (v) Shri Jogindar Kumar (vi) Shi Tarachand	Cheque Overseer	Maharashtra Karnataka Jharkhand Punjab Jammu & Kashmir Delhi North
17. Advisory Committee	(i) Shri B.M. Ghosh (ii) Shri R.N. Gadgil (iii) Shri C.P. Nayee (iv) Shri Ajmer Singh (v) Shri P.V. Subramaniam (vi) Shri Moideen Kutty (vii) Shri Shekhar Mukharjee (viii) Shri Lakhan Mujumdar		West Bengal Maharashtra Gujarat Punjab Tamil Nadu Kerala West Bengal West Bengal
18. Postal Prakash Committee	(i) Shri Babagrahi Behara (ii) Shri R.L. Bhandari (iii) Shri R.K. Mishra (iv) Shri Jwala Singh (v) Shri Harishankar Prasad Sinha		Orissa Gujarat Madhya Pradesh Rajasthan Bihar
19. P.A. To General Secretary Mumbai Office	(i) Shri R.N. Awate (ii) Shri B.V. Kor (iii) Shri Sudhir Garibe		Maharashtra Maharashtra Maharashtra
19. Office Secretary - CHQ Delhi Office	(ii) Shri Satish Kumar		Karolbagh, Delhi
List Proposed by	Shri R.N. Awate		Maharashtra
Seconded by	Smt. Soma Ghosh		West Bengal

---

---

## Amendment to the Constitution

No. 15-05/2014-SR  
Government of India  
Ministry of Communications & IT  
Department of Posts  
(SR Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated the 20th October, 2016

To,

The General Secretary,  
National Union of Postal Employees  
Postmen & Group 'D'/Multi Tasking Staff Group 'C',  
Dalvi Sadan, Khurshid Square,  
Civil Lines, P&T Colony, Delhi-110054.

**Subject : Amendment to the Constitution of National Union of Postal Employees  
Postmen & Group D/Multi Tasking Staff Group 'C' in the AIC held at  
Kolkata (West Bengal) from 10.08.2016 to 13.08.2016 - Regarding.**

Sir,

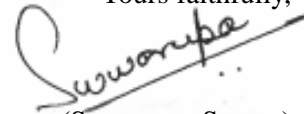
I am directed to refer to your letter No. NU/P-IV/20th AIC/Amendment in Constitution/2016 dated 23-08-2016 on the subject mentioned above and to inform you that the Government has provisionally approved amendments in the following Articles in the Constitution of National Union of Postal Employees Postmen & Group 'D'/Multi Tasking Staff Group 'C'. The amended version will now be read as under:-

S. No.	Existing	Proposed
1.	<b><u>Article 32 :</u></b> <b><u>Subscription, Donation, Levy</u></b> (a) The Monthly Subscription shall be Rs. 40/- per member per month.	<b>Article 32 :</b> <b>Subscription, Donation, Levy</b> (a) The Monthly Subscription shall be Rs. 50/- per member per month.

2.	<p><b><u>Article 33 : Allocation</u></b></p> <p>(a) Federation Re. 01.00  All India Union Rs. 10.00  Circle Union Rs. 10.00  Divisional Union Rs. 10.00  Branch Union Rs. 09.00  (per member per month)</p>	<p><b><u>Article 33 :Allocation</u></b></p> <p>(a) Federation Re. 01.00  All India Union Rs. 10.00  Circle Union Rs. 14.00  Divisional Union Rs. 15.00  Branch Union Rs. 10.00  (per member per month)</p>
3.	<p><b><u>Article 1 : Name</u></b></p> <p>The name of the Union shall be National Union of Postal Employees, Postmen and Group 'D'/Multi Tasking Staff Group 'C'.</p>	<p><b><u>Article 1 : Name</u></b></p> <p>The name of the Union shall be <b>National Union of Postal Employees, Postmen and Multi Tasking Staff Group 'C'</b>.</p>

2. This may be incorporated in the existing constitution of the Union and a fresh copy of the Constitution may be submitted for office record.

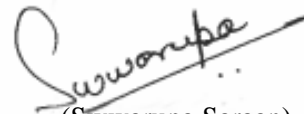
Yours faithfully,



(Swwarupa Saraan)

Assistant Director General (SR & Legal)

Copy to: All Heads of Circles for necessary information.



(Swwarupa Saraan)

Assistant Director General (SR & Legal)

---

---

## **Application of Provisions of Para 5 of Annexure to OM on MACPs in case of officials covered by TBOP/BCR/ACP Schemes**

Government of India  
Ministry of Communications & IT  
Department of Posts  
(Pay Commission Cell)

To

All Heads of Postal Circles  
All GMs/Directors of Postal Accounts

No. 1-20/2008-PCC

Dated : 04 Nov 2013

**Subject : Application of provisions of Para 5 of Annexure to OM on MACPs in case of officials covered by TBOP/BCR/ACP Schemes vis-a-vis Para 6.2 of Annexure to OM on MACPS dated 18.09.2009**

The issue of application of Para 5 vis-a-vis Para 6.2 of Annexure I to DoPT OM No. 35034/3/2008-Estt (D) dated 19th May 2009 circulated under this Directorate OM No. 4-7/(MACPS)/2009-PCC dated 18th Sep 2009, has been examined in consultation with DoPT (The Nodal Department). The nodal department observed that Para 6.2 speaks about the cases where financial upgradation had been granted to Government Servants in the next higher scale in the hierarchy of their cadre as per provisions of the ACP Scheme of 1999 but as a result of implement of 6th CPC recommendations, the next higher post in the hierarchy of the cadre had been upgraded by granting a higher grade pay, the pay of such employees with reference to higher grade pay granted to the post. The issue has accordingly been considered in this Directorate in consultation with Integrated Finance Wing.

2. In supersession to orders contained in this Directorate Letters No. 1-9/2008-PCC dated 15.01.2009, No. 1-20/2008-PCC (Pt) dated 06.09.2010 and clarification issued under Para 4 & 5 of this Directorate letter No. 1-20/2008-PCC (Pt) dated 18.07.2011, the application of Para 5 & 6.2 of Annexure I to DoPT OM No. 35034/3/2008-Estt (D) dated 19th May 2009 circulated under this Directorate OM No. 4-7/(MACPS)/2009-PCC dated 18th Sep 2009 will be governed as under:-

(a) **Cases where there is no defined promotional hierarchy :**

Pay will be fixed in such cases as on 1.1.2006 strictly in accordance with provisions of CCS (RP) Rules, 2008 and the officials due for financial upgradation during the period from 1.1.2006 to 31.8.2008 will be allowed the notified pay bands with grade pays/corresponding pay bands with grade pays with



---

reference to pre-revised pay scales or the pay bands with next higher grade pays as the case may be. With the introduction of MACPS effective from 01.09.2008, their admissibility of financial upgradation may be reviewed on 01.09.2008 with reference to promotions/financial upgradation earned applying provisions of Para 5 of Annexure I to MACPS. Thereafter, the provisions of the MACPS as mentioned in Annexure I to MACPS will come into play. As an example, in respect of erstwhile Group D conferred TBOP prior to 01.01.2006 in pay scale of Rs.2610-4000, their pay will be fixed on 01.01.2006 in the grade pay of Rs. 1800 and on getting BCR between 01.01.2006 and 31.08.2008, they will be granted grade pay of Rs. 1900 with 3% fixation benefit corresponding to the pre-revised BCR scale of Rs. 3050-4590 and the official becomes entitled to 2nd and 3rd financial upgradation as the case may be under MACPS with effect from 01.09.2008.

**(b) Cases where there is defined promotional hierarchy :**

Pay will be regulated in accordance with para 6 of Annexure-I to MACPS in cases where the pay scales of the promotional posts were upgraded as a result of implementation of the 6th CPC. In cases where the pay scales of the promotional posts were not upgraded they will be allowed the corresponding pay band with grade pay as admissible under ACP Scheme of August, 99. TBOP/BCR/ACP are available during the period between 01.01.2006 and 31.08.2008 only in the revised scales which have been provided corresponding to the pre-revised TBOP/BCR/ACP scales in the defined promotional hierarchy. If there is no such corresponding revised scale provided on account of merger of pre-revised scales, then officials are eligible for financial upgradations only under MACPS under grade pay hierarchy vide clarification No. (3) of DoPT OM No. 35034/3/2008-Estt (D) dated 09.09.2010.

3. The cases of officials retired/died on or after 01.01.2006 but before 01.09.2008 and conferred the benefits of TBOP/BCR/ACP in conformity with Para 4 & 5 of this Directorate letter dated 18.07.2011 shall not be reopened. However, financial implication resultant to implementation of this clarification should be furnished to this Directorate for further necessary action with details of each case in a separate annexure. Circles will wait for Directorate's instructions regarding recovery, if any.

This issues with the approval of the competent authority.



(Surender Kumar)

Assistant Director General (GDS/PCC)

---

## Clarification - Officials Covered by TBOP/BCR/ACP Schemes

No. 1-9/2014-PCC  
Government of India  
Ministry of Communication & IT  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Date : 01/05/2015

To

All Heads of Postal Circles,  
All GMs/Directors of Postal Accounts.

Sub :- Application of provisions of Para 5 of Annexure to OM on MACPs in case of officials covered by TBOP/BCR/ACP Schemes vis-a-vis Para 6.2 of Annexure to OM on MACPs dated 18-09-2009.

The National Union of Postal Employees, Postmen and Group 'D'/MTS has brought to the notice of this Directorate that some Circles are under impression that the Orders contained in Para 5 to the Annexure of MACPs circulated vide Directorate OM No. 4-7/(MACPS)/2009-PCC dated 18-09-2009 and further clarification vide letter No. 1-20/2008-PCC dated 04-11-2013 are meant only for MTS Staff and not applicable to Postman/Mailguards, resulting in recovery from pay/allowance of Postman/MTS Staff.

2. In this context, I am directed to reiterate that the Orders contained in Directorate OM dated 18-09-2009 and letter dated 4-11-2013 are relate to all the **Cadres/posts to whom the TBOB/BCR/ACP Schemes were earlier applicable and now they are covered under MACPs**. In so far as recovery is concerned, the Para No. 3 of this Directorate letter No. 1-20/2008-PCC dated 04-11-2013 refers to.



(Surender Kumar)

Asstt. Director General (GDS/PCC)

Copy to:-

Shri T.N. Rahate, General Secretary,  
FNPO/National Union of Postal Employees,  
Dalvi Sadan, Khurshid Square, Civil Lines,  
P&T Colony, Delhi-110054

---

---

## NUPE Postmen & MTS Group C's independent Agitation Notice and Charter of Demand

---

**U.N.I. F.N.P.O. I.N.T.U.C**  
**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**  
(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

---

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

---

Ref. No.: NU/P-IV/Agitation/2016 ..... Date : 14-02-2017 .....

To,  
All CHQ Office Bearers and  
All Circle Secretary, NU P-IV

**Subject :** Proposed Agitation Notice -  
Case of your comments.

Dear Colleagues,

Our important demands are pending with Department of Posts, New Delhi. We have written so many letters on various issues and met in person and discussed with Secretary (P) and other Officers, but no any fruitful decision is taken by the Department.

We also requested for a Special Meeting with Secretary (P) with Circle Representatives of West Bengal and Maharashtra Circle, NU P-IV, but due to heavy busy schedule they have not allotted us the Special Meeting.

For non-settlement of our major demands we are being suffered from Division to All India Level.

So we have decided to go with agitation programme. Copy of the Notice of Agitation and Charter of demand is enclosed herewith for your kind perusal.

You all will make the programme a grand success at all level from Division to CHQ.

Thanking you,

NUPE Postmen & MTS Group 'C' Zindabad

Brotherly Yours



(T.N. RAHATE)  
General Secretary and  
President FNPO

U.N.I.

F.N.P.O.

I.N.T.U.C

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
Central Head Quarters, Delhi-110 054

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

Ref. No.: NU/P-IV/Agitation/2016

Date : 14-02-2017

प्रति,

सभी कार्यकारिणी सदस्य, CHQ तथा  
सभी सर्किल सेक्रेटरी, NU P-IV

प्रिय साथी,

हमारी अति आवश्यक जायज मांगों पर कोई ध्यान नहीं दिया जा रहा है। हमने CHQ की ओर से सेक्रेटरी (P) डाक विभाग को कई पत्र लिखे हैं तथा समक्ष बात की है, केवल आश्वासन ही दिये गये हैं पर कोई ठोस कदम नहीं उठाये गये।

पोस्टमैन के हजारों पद रिक्त हैं। परीक्षाओं में धांधली के कारण निर्णय नहीं हो पा रहे हैं। कई जगहों पर, जैसे (महाराष्ट्र सर्कल) पोस्टमैन पदों पर नियुक्त कर्मचारी पांच महीने बाद बिना नोटिस हटाये गये हैं और CAT Cases की गई है।

पर यह सब कब तक चलेगा? हमने इस विषय पर एक विशेष मीटिंग महाराष्ट्र और वेस्ट बंगाल सर्कल कार्यकर्ताओं के साथ सेक्रेटरी (P) डाक विभाग से चर्चा के लिए समय मांगा है किंतु कार्य बाहुल्य का कारण बताते हुए विशेष मीटिंग नहीं दी गई।

हमारी आवश्यक मांगों की आपूर्ति नहीं होने के कारण हमें आखिर में संघर्ष पर उतरना पड़ा। हमने एजीटेशन नोटिस और मांग पत्र इस पत्र के साथ आपको भेजा है।

आप इस कार्यक्रम को डिवीजन, सर्कल, CHQ स्तर पर कामयाब बनाये और डाक विभाग में हमारा संगठन ही संघर्ष करता है यह साबित करे।

सधन्यवाद,

NUPE Postmen & MTS Group 'C' Zindabad

आपका



(टी.एन. रहाटे)

जनरल सेक्रेटरी और  
प्रेसीडेंट FNPO

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/Notice/Agitation/2016-17

Date : 14-02-2017

To,  
The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Notice of Agitation under Trade Union Act-1 of Section 22  
of Industrial Dispute Act 1947**

Respected Sir,

The below mentioned Agitation Programme will be made in protest of non-settling of demands mentioned in Charter of Demands enclosed with this letter.

**Programme of Agitation**

1. Wearing of **Black Badges** throughout all Post Offices by all our Members of NUPE Postmen & MTS Group C **w.e.f. 01-03-2017 to 03-03-2017**
2. Demonstration in front of all Circle Offices throughout the Country by our members **on dt. 07-03-2017.**
3. 2 Days Hunger Fast by Circle Secretary and Circle Office Bearers in front of CPMG Office **w.e.f. 14-03-2017 and 15-03-2017.**
4. One Day Hunger Fast in front of Dak Bhawan by General Secretary and **all CHQ** Office Bearers **w.e.f. 29-03-2017**
5. One Day Token Strike in the month of May, 2017. Date will be announced later.

We are compelled to **chalk out this agitation programme**; because of unhelpful attitude of Administration at all level right from **Directorate to Division.**

We are constantly writing letters for settlement of demands of Postman and MTS staff but **no any action is being taken** by Administrative officers.

We have asked for a **meeting for Postman MTS** issues but it was not given. It is therefore clear that now **Administration forced us to go on Agitation it seems.**

Thanking you,

Encls.: Charter of Demands

Yours Sincerely



(T.N. RAHATE)  
General Secretary and President FNPO

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/Notice/Agitation/2016-17

Date : 14-02-2017

- 2 -

**Charter of Demands**

1. Recruitment of Postman and MTS for the year 2009 to 2016 not made in many Circles. This should be made immediately.
  - A (i) In Maharashtra Circle examinations were held for recruitment of Postman MTS. Result were declared and near above 2400 candidates were recruited/posted. 356 candidates joined duty, then CPMG issued Stay Order for posting/joining and then **on dt. 25-11-2016 declared that examination be cancelled** and those 356 staff should be removed from service without even one months notice. We have given **letter No. dt. 26-11-2016** in this regard but no action. We demand to keep position as it is prior to 25-11-2016.

Union requested grant Stay for cancellation Memo of CPMG, Maharashtra noted above.
  - (ii) In Delhi Circle in **past 2/3 years** examination was cancelled and again on dt. 25-9-2016 examination were held but again the same irregularities are found and **FIR are lodged** for copying, **bogus candidates appearing on false name**; leakage of question paper before 2/3 hours of examination start time. We have written letter **No. NU/P-IV/Recruitment Exam/Postman, Mailguard/2016 date 10-10-2016** requesting not to cancel the examination but make vigilance/police enquiry but **innocent should not be suffered they should get the job.**
  - (iii) In MP Circle at almost **all Divisions** the candidates from Haryana were declared passed. We have already brought it to your notice. The said examination was held in 2016 for posts of 2009 to 2014 and for year 2015, 2016 examination conducted by company. We request for enquiry by **VO and police CBI** and those **innocent may not be suffered**; and examination may **not be cancelled.**
  - (iv) Guilty candidates will be discovered in investigation by **VO, Police and CBI Enquiry** and action can be taken **against company and faulty officer** those have done this **irregular conduct of examination.**
- B **Request for taking proposal of 100% recruitment of Postmen, MTS cadre from existing MTS, GDS and Casual Staff and stop Outside Recruitment from Open Market.**
  - (i) Recruitment of 75% MTS in India Post should be made from GDS and 25% from open market direct recruitment.
  - (ii) Recruitment of Postman Mailguard 100% should be made in India Post from MTS and GDS Staff.
  - (iii) **We request that as per prior to 27-01-2011 change in recruitment rules of Postman MTS should be made.**

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

**(Recognised by Government of India)  
Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/Notice/Agitation/2016-17

Date : 14-02-2017

- 3 -

- (iv) Examination for recruitment of Postman MTS should not be conducted through company, but should be hold by **CO, RO or at Division level** and this decentralisation should be ordered.

**C Request for holding a Special Examination for Promotion to Postman & MTS Cadre from MTS, GDS and Casual Labour Staff for filling up unfilled vacant post of 2009 to 2014, 2015 and 2016.**

We would like to bring it to your kind notice; that you know better that since year 2009 the posts of Postmen, MTS are not filled from direct Open Market Quota.

**Only in AP Circle** Department has conducted the examination and recruitment is made. In **Rajasthan Circle** though examination is held but **due to huge irregularities; the matter is under investigation.**

In other Circles the matter of holding examination was given to some company, but there also **heavy irregularities occurred and resulted into cancellation of Delhi Circle process of examination** and recruitment. In **Maharashtra Circle, the Vigilance Enquiry** is on and police enquiry is also Ordered; and therefore that may **also be cancelled.**

In all since year 2009 to 2011 and 2012 to 2016 the 100% recruitment of Postman and MTS is not made on all vacant posts.

We request that a **Special Examination for recruitment** of Postman for the year 2009 to 2011 should be taken. **100% vacant post should be filled from the GDS and Casual Labour** as per the 2010 and 27 January 2011 Recruitment Rule.

Also since 2012 to 2014 and 2015 to 2016 **all vacant post till date are not filled** with Direct Recruitment Open Market **so all vacant post be filled from MTS, GDS and Casual Labour Staff;** and those who pass in that **Special Examination** may be recruited as Postman. This examination may be conducted by our Department our Union will help at all stage/ level to conduct this Special Examination by our Department itself.

We request to examine our proposal in the interest of staff and Administration

**2. Regarding Abolition of Posts 2005 to 2008, 2/3 direct recruitment quota.**

We request that those posts of Postman MTS should not be abolished instead of that higher level post be abolished of same expenditure.

Your Kind Honour, know better that cities are being expanded by multistories buildings; even a small town changed in a city due to heavy increase in population whereas Postman strength is as per year 1975 and 1979 establishment. During 2000 to 2005 thousands of Posts of Postman MTS are already abolished.

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/Notice/Agitation/2016-17

Date : 14-02-2017

- 4 -

Now if again the posts are abolished it will cause to defame and demoralise the Department in the eyes of common man because of down services standard.

We therefore demand -

(i) That ADR Plan 2005 to 2008 Posts of Postman MTS should not be abolished and higher post may be abolished to meet the expenditure of those posts.

(ii) In India Post 25000 posts of Postman are needed as additional justified posts.

This item is pending in DC, JCM. But Sir, now Amazon Parcel Service, Nodal, Speed Post, newly IPPB Bank; to success those schemes we are in need of manpower. We therefore demand that number of Post of Postmen staff should be **increased in maximum**. This is need of hour.

**3. To instal x-ray machine for checking the content of COD Parcels.**

We have already made correspondence and given in detail the difficulties arising at the **delivery point** when contents are not found with addressee.

We therefore demand for supply of **x-ray machine** at par with Railway, Airport even at Dak Bhawan to enable Postman for delivery of **fake articles of COD** to stop defamation of Department and Staff.

**4. Issue of Orders from Directorate for fixation of Postman Pay as 3050 w.e.f. 1-1-1996 as per Supreme Court decision of 23rd April.**

The Supreme Court directed for grant of 3050/- scale from 1-1-1996 instead of 10-10-1997. Directorate called the information. In fact, India Post establishment is of 52000 Postman but actually 25000 to 30000 postman are working; it means 30000 Postman are working against 52000 Postman and Government is in benefit of crores of rupees and not paying the salaries of those 20000 to 22000 posts those are unfilled.

We therefore demand that fixation of Basic Pay Rs. 3050/- w.e.f. 1-1-1996 should be Ordered with arrear payment.

**5. Fixation of Pay of Full Time, (Other than Temporary Status) Part Time Casual Labour and Contingency Paid Staff w.e.f. 1-1-2006 and Payment of Arrears.**

We are very sorry to bring it to your kind notice that since **last 2 years** the Orders issued from Directorate is not being implemented. We have written so many letters, even this was one of the demand in last Agitation Program of Postal JCA. But only assurance was given but till date payment is not effected.



**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
Central Head Quarters, Delhi-110 054

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

Ref. No.: NU/P-IV/Notice/Agitation/2016-17

Date : 14-02-2017

- 5 -

We demand that a time should be framed to each and every Divisional Head for fixation of pay w.e.f. 1-1-2006 with arrear payment. Failure to this should be faced with strict action against him. We request for issue of strict Orders.

Respected Sir, Casual Labour pay should be fixed according to post, and those employees who were working since on or after 1-1-2006 or are still working should be given new pay since 1-1-2006 alongwith the arrears. Therefore it is requested to please issue Orders that Casual Labours should be given new pay since 1-1-2006 alongwith the arrears within the suitable time frame.

**6. Deduction of GPF of TSCL Staff and those absorbed as MTS/Postman from TSCL Cadre enrolled under Old Pension Scheme.**

The deduction of **GPF should** be made from salary of **TSCL Employees** and those absorbed as MTS/Postman from TSCL cadre; they should be **enrolled under old pension scheme**. We demand immediate implementation of Orders.

**7. As per 4-11-2013 Order Para 5 and 6.2 the grant of MACP by ignoring TBOP/BCR.**

No any Division has implemented the Orders issued from Directorate; though number of clarification issued from your Office.

We request that one day training of all Circle Head and Regional Head be arranged at Dak Bhawan.

And they should hold one day training class of all Divisional Heads at Circle. Region Office and they should be fully explained about implementation of above Orders of fixation of MACP by **ignoring TBOP/BCR**.

The 5th CPC scale has been upgraded by the 6th CPC Scale. Therefore their TBOP/BCR should be ignored and **MACP should be given w.e.f. 1-9-2008 (next GP + 3% Increment)**.

In **our Department** the 6th CPC scale has upgraded the **5th CPC scale of Postman/Mailguard and MTS cadre only**. For example in 5th CPC scale the MTS were getting **Rs. 2550/-** which has been **upgraded to Rs. 2750/- in 6th CPC**. The Postman/Mailguard were getting **Rs. 3050/-** in 5th CPC scale but the 6th CPC Scale has **upgraded the scale to Rs. 3200/-**.

This Order is still not implemented. In spite of **completing 3 years**, re-fixation of payscale of **Postman/Mailguard and MTS has not been done**. It is requested to please issue Orders immediately.

They should be **given a time margin** within that this should be implemented and failure will have **to face the consequences**.

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/Notice/Agitation/2016-17

Date : 14-02-2017

- 6 -

**8. To lodge FIR against the company who conducted Direct Outsider Quota (Postman/MTS) Recruitment Examination for year 2009 to 2014 and also initiate CBI Inquiry.**

- (i) In Maharashtra Circle in year **2015** one examination for recruitment in Postman/MTS was conducted through one **private company for year 2009-2014**. The result was declared and vide **letter No. Rectt/2-DR-A-IV-Corr/2016 (Para I) dated 10-6-2016** given stay on said letter by the Chief PMG, Maharashtra Circle.
- (ii) Sir, in the same cases of **Delhi** there are incidences of dummy candidates found. Many other irregularities came into light and accordingly they are curbed. But mainly in Delhi case no action is taken **against the Company**, but spared it. Union brought into light of Administration. The **examination is cancelled but after a lapse of 3 years** the action for the recruitment is not done. No any action against the said company.

**The examination was conducted again on 25-9-2016 but again many irregularities were found. Some candidates got the answer sheet 2 hours before the exams. 8 Police FIR were filed.**

- (iii) In MP also the exams were conducted in the year 2016 but same irregularities were found as in Delhi and Maharashtra.
- (iv) Sir, according to my knowledge, there are same things happened in the **Haryana, Rajasthan** and other Circles. I have personally contacted in some cases there are **15 dummy candidates amongst 17 candidates seen in Camera**.
- (v) In said Examination, **some dummy candidates appeared** it is learned. The **marklist/ Certificates are also bogus one**.

There may be **big scandal of money in this recruitment**. There may be **involvement of some of the officers at higher level**.

Sir, taking consideration of the above aspect my Union strongly suggest to initiate following action of **higher level to curb the culprits of all the level and ranks**.

To lodge FIR **against the said company** at the earliest. And investigation to be done by the **CBI regarding this company**.

Whatever **expenditure** is incurred by the Department for the said examination to be **recovered from the company**.

Whoever are **involved in the case**, whether **directly or indirectly**, the officer be initiated suitable action as there should no any dare to do such things in future.

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)

**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/Notice/Agitation/2016-17

Date : 14-02-2017

- 7 -

**9. Request to discuss long pending problems in West Bengal Circle, NUPE Postmen & MTS.**

The following problems of Postmen and MTS Group 'C' of West Bengal Circle which could not be settled from Divisional end to Circle level are mentioned below for your kind notice. As the cases could not be solved years together, I have no way but to bring your kind notice for early solution,

Though the problems are taken with **Regional PMG and CPMG in Bi-monthly and Four monthly meetings**; but nothing has been done at this level.

- (i) In spite of heavy work load of postmen, many posts of Postmen are being abolished by different IPOs, ASPOs or SPOs or SSPOs unreasonably. The matter was brought to the notice of Circle level but no action has been taken till date. As for example, a letter addressed to the PMG is enclosed herewith for favour of your kind perusal.
- (ii) Speed Post Incentives are not being paid year after year in spite of specific Order of Dte. The matter was brought to the notice of the concerned Divisional Heads but no fruitful result has been observed since 2007. As a result, the low paid employees are deceived and aggrieved. As for instance a copy of Minutes of Bi-monthly Meeting between PMG (Kol Region) and Representatives of this Union is enclosed for favour of your kind perusal. Detailed discussion may be made on the date of appointment. At the time of discussion, many instances may be produced.
- (iii) Vacant posts of Sorting Postmen in West Bengal Circle are not being filled up since long. It is said that the posts of Sorting Postmen have been abolished. But it has been observed that the posts of Sorting Postmen are being filled up in all other Circles except West Bengal Circle. I request you to kindly look into the matter so that the posts of Sorting Postmen in West Bengal Circle may be filled up according to vacant posts.
- (iv) **Lack of infrastructure in delivery branch** : It is forced to secure 100% delivery though the delivery articles are given for delivery in late hours (at about 2.00 p.m.) and there is lack of infrastructure in delivery branch.
- (v) **To stop duty of Postmen in every Sunday and Holiday** : It is directed to perform duty for delivery of articles in Postmen Cadre in every Sunday and Holiday though it was not existed before. It is requested to immediately stop the Order regarding delivery of articles in every Sunday and Holiday.
- (vi) The Postmen are facing on difficulties at the time of delivery of COD. The addressee is opening the cover in front of Postman and the Postmen are harassed by not paying the requisite money when the addressees do not get their expected documents inside the envelope and even the Postmen are attacked in different ways. The matter was brought to the Circle

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

**(Recognised by Government of India)**

**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/Notice/Agitation/2016-17

Date : 14-02-2017

- 8 -

level for arrangement of proper security of Postmen at the time of delivery of COD but no action has been taken on the matter till date.

As the matter could not be solved till date, I am obliged to bring the matter to your kind notice. It is requested to take the necessary action in the matter from early solution of the problem.

- (vii) Medical Fund is too insufficient to meet the medical bills of all the staffs of the concerned Divisions. Even the sanctioned medical bills could not be paid due to want of fund. As a result, some of the staffs who have been paid Medical Bills and deprived. To maintain uniformity, it is requested to kindly increase medical funds as early as possible.
- (viii) Personal claims like Medical Bills, T.A. Bill, LTC Bill etc., are not being cleared timely. As a result, the staffs are aggrieved and this problem could not be solved years together. It is requested to kindly look into the matter so that the personal claims may be settled very soon.
- (ix) Arrangement of Ladies toilet and cloak room for lady employees is immediately needed. The lady employees are using the toilet of gents employees and even they have to stand on queue with the gents employees for using toilet which is most shameful.
- (x) The residential postal quarters are required to be repaired immediately. The quarters are too damaged to reside. Though the residents of quarter are not paid HRA and License fee is being deducted also but necessary repairing works of the quarters are not done at all. In spite of repeated urge, the Circle Authority is behind in the matter. So I am obliged to bring the matter to your kind notice so that the residents of quarter may get minimum facility to reside inside the quarter.
- (xi) Periodical meetings are not held at regular interval. As a result, the problems could not be discussed and solved year after year. As a result, the employees are aggrieved. It is probability to outburst their grievances at any time. To avoid such type of uneasy incidents. I request you to kindly give your necessary instructions to all the levels so that the periodical meetings are held regularly. Your kind intervention in the matter is solicited.

The above mentioned problems are the only instances of different other heaped problems. I want to discuss the problems on your table face to face

Yours Sincerely



(T.N. RAHATE)  
General Secretary and  
President FNPO

---

## Directorate called the Meeting on 28th March, 2017



In meeting with Staff Side and Administration Side Officers.



Smt. Soma Ghosh, CS, WB,  
D. Theagarajan, SG, T.N. Rahate, GS,  
N.N. Mujawar, AGS, P.R. Gupta, CS UP,  
V.K. Mathur, Dy. GS and  
others were present for the meeting.



D. Theagarajan, SG,  
Col. Smt. Meena Datta, Additional D.G.,  
Smt. Soma Ghosh, CS W/B,  
Shri Gulam Rabbani, C/S and President  
were also present for the meeting.

NUPE Postmen & MTS Group C Union submitted **Agitation Notice** alongwith **Charter of Demand** to Secretary (P), Department of Posts on 14-2-2017 stating that on 29.3.2017 the General Secretary and CHQ Office Bearers of NUPE Postmen & MTS Group C Union will sit on **Hunger Fast** in front of Dak Bhawan, Delhi, if their long pending issues are not settled.

Therefore on 28.03.2017 the **Directorate called the meeting** to discuss long pending issues of NUPE, Postmen & MTS Group-C. **Additional Director General Smt. Meena Datta**, chaired the meeting along with Directors. Meeting was held in the morning at 11.00 hours it lasted upto 13.00 hours. Chairperson of the meeting **Major General Smt. Meena Datta** assured that meetings details will be submitted to Chairman of Postal Board on return from his foreign tour. The above Minutes of the meeting will be issued after approval of Chairman (Postal Board).

From Federation & Union Side Mr. T.N.Rahate, General Secretary, Mr. D. Theagarajan, Secretary General of FNPO, Mr. Gulam Rabbani, President CHQ, Mr. V.K.Mathur, Dy. General Secretary, Sri Bidhan Choudhury, Vice President CHQ, Mr. N.N.Mujawar, Assistant Secretary General, Mr. Chandrasekher, Circle Treasurer, Telengana Circle, Sri Parashuram Gupta, Circle Secretary, UP Circle, Sri. S.K.Dubedi, Regional Secretary, UP Circle, Sri. K. Kiranbabu, Organizing Secretary, Telengana Circle, Sri Biswanath Bhattacharya, West Bengal Circle and **Smt. Soma Ghosh, Circle Secretary**, West Bengal Circle, Senior leader and Chief Advisor **Shri B.M.Ghosh** attended the meeting.

After consideration of the favourable decision by the Department CHQ decided to defer the proposed Hunger Fast in front of the Dak Bhawan on 29th March, 2017.

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

---

---

## **Consideration of our Federation Affiliated Union Demand Notification**

No. 08-04/2017-SR  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Section)

Dak Bhawan, New Delhi  
Dated : 14th March, 2017

To,

The Secretary General,  
Federation of National Postal Organisations,  
T-24, Atul Grove Road, New Delhi-110001.

The General Secretary,  
National Union of Postal Employees Postmen & Group-D/MTS Group 'C',  
Dalvi Sadan, Khurshid Square,  
Civil Lines, P&T Colony, Delhi-110054.

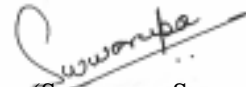
**Subject : Consideration of your Federation affiliated union demands.**

- Reference : 1. Letter No. 9/NUCW/09/2017 dated 20.02.2017 from Secretary General, Federation of National Postal Organisations.  
2. Letter No. NU/P-IV/Notice/Agitation/2016-17 dated 14.02.2017 from General Secretary, National Union of Postal Employees Postmen & Group-D/MTS Group 'C'.

Sir,

I am directed to inform you that a meeting will be held on 28th March, 2017 at 11.00 AM to discuss the union grievances. It is, therefore, requested that the Hunger Fast and related programme may be called off. The venue will be intimated subsequently. It is also requested that you may make it convenient to attend the ibid meeting.

Yours faithfully,



(Swwarupa Saraan)

Assistant Director General (SR & Legal)

---

---

**Minutes of the meeting held on 28.03.2017  
with Staff Representative(s) of FNPO/NUPE POSTMEN & MTS GR-C  
Under the Chairpersonship of Additional Director General (Coordination), DOP,  
in the G.P. Roy Committee Room, Dak Bhawan, New Delhi**

No. 08-04/2-17-SR  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Division)  
Dak Bhawan, New Delhi-110001.

Dated: 11th May, 2017.

**Subject : Minutes of the meeting held on 28.03.2017 with staff representative(s) of Federation of National Postal Organisations (FNPO) and National Union of Postal Employees Postmen & Group-D/MTS Group 'C' under the Chairpersonship of Additional Director General (Coordination), Department of Posts, in the G.P. Roy Committee Room, Dak Bhawan, New Delhi at 11.00 Hrs.**

Kindly find enclosed herewith minutes of the meeting with staff representative(s) of Federation of National Postal Organisations (FNPO) and its affiliated National Union of Postal Employees Postmen & Group-D/MTS Group 'C' under the Chairpersonship of Additional Director General (Coordination), Department of Posts, held on 28.03.2017 in the G.P. Roy Committee Room, Dak Bhawan, New Delhi at 11.00 Hrs.

(Swwarupa Saraan)  
Assistant Director General SR & Legal)

1. Shri D. Theagarajan, Secretary General, FNPO
2. Shri T.N. Rahate, General Secretary, NUPE Postman & MTS Group 'C'.

---

---

**Minutes of the meeting held on 28.03.2017 with Staff Representative(s) of Federation of National Postal Organisations (FNPO) and National Union of Postal Employees Postmen & Group-D/MTS Group-‘C’ under the Chairpersonship of Additional Director General (Coordination), Department of Posts, in the G.P. Roy Committee Room, Dak Bhawan, New Delhi at 1100 hours.**

A meeting under the Chairpersonship of Additional Director General (Coordination) with Secretary General, FNPO and Secretary General, National Union of Postal Employees Postmen & Group-D/MTS Group ‘C’ was held on 28.03.2017 at 1100 hrs in the G.P. Roy Committee Room, Dak Bhawan, New Delhi. The following officers of the Department and representatives of the respective Federation/Union attended the meeting:

2. **Officers of DoP:-**

- i. Maj. Gen. Meena Dutta, Additional Director General (Co-ordination) Chairperson
- ii. Shri V. Kumar, SE (C) HQ
- iii. Shri S.V. Rao, Director (DE)
- iv. Shri Brajesh Kumar, Director (Staff)
- v. Shri G. Rajeev, Director (SPN)
- vi. Shri K. Mathivanan, Director (SR & Legal)
- vii. Shri G.M. Taneja, ADG (DE)
- viii. Shri Nabab Singh, Assistant Engineer (P)
- ix. Ms. Swwarupa Saraan, ADG (SR & Legal)

3. **Representatives of Federation/Union:-**

- i. Shri D. Theagarajan, Secretary General FNPO
- ii. Shri T.N. Rahate, General Secretary, NUPE Postman & MTS
- iii. Shri Bidhan Ch Chowdhury, NUPE Postman & MTS (W.B. Circle)
- iv. Smt. Soma Ghosh, Circle Secretary, NUPE Postman & MTS, W.B. Circle
- v. Shri G. Chandra Shekar, Postman, NUPE Postman & MTS
- vi. Shri Nisar Mujawar, Asst. Secretary General, FNPO
- vi. Shri P.R. Gupta, Circle Secretary U.P. Circle
- vii. Shri V.K. Mathur, NUPE Postman & MTS, Delhi Circle
- ix. Shri B. Bhattacharjee, Org. Circle Secretary, W.B. Circle
- x. Shri Gulamrabbani, NUPE Postman & MTS A.P. Circle
- xi. Shri S.K. Diwedi, Regional Secretary U.P. Circle

4. Hon’ble Chairperson welcomed the members in the meeting. On behalf of Secretary (Posts) she emphasized the importance of the meeting and assured that concrete action will be taken on the items raised under Agenda of the Federation/Union submitted to the DoP. An appeal was made that rather than resorting to agitation etc. mutual interaction is the best way to resolve the issues in a harmonious manner.

5. The members appreciated the address and raised their Agenda points, one-by-one, which were answered in a cordial way. The point-wise, brief of the discussions, are summarized as under:



S.No.	Item No.	Agenda Items	Brief of Discussion
1.	A(i)	<p>In Maharashtra Circle, examinations were held for recruitment of Postman MTS. Result was declared and near above 2400 candidates were recruited/posted. 356 candidates joined duty, then CPMG issued Stay Order for posting/joining and then on <b>dt. 25-11-2016 declared that examination be cancelled</b> and those 356 staff should be removed from service without even one months notice.</p> <p>We have given <b>Letter No. dt. 26-11-2016 in this regard but no action.</b></p> <p>We demand to keep position as it is prior to 25-11-2016.</p> <p>Union requested grant Stay for cancellation Memo of CPMG, Maharashtra noted above.</p>	<p>It was decided that a proposal shall be put forth before Postal Service Board regarding examination process to make the process foolproof. It was also decided that Circles where examination have been conducted successfully like A.P. and Rajasthan Circles should also be called to discuss the methods adopted by them in conducting the exam successfully. Representatives from Circles where examination have been cancelled on account of various malpractices would also be called for discussion.</p> <p>Recruitment within the existing provisions can be done at the earliest consulting the Circles which have successfully conducted the Examination.</p> <p><b>Action by DE Section and Investigation Section</b></p>
	(ii)	<p>In Delhi Circle in past 2/3 years examination was cancelled and again on dt. 25-9-2016 examination were held but again the same irregularities are found and FIR are lodged for copying, bogus candidates appearing on false name; leakage of question paper before 2/3 hours of examination start time. We have written letter No. NU/P-IV/Recruitment Exam/Postman, Mailguard/2016 date 10-10-2016 requesting not to cancel the examination but make vigilance/police enquiry but innocent should not be suffered they should get the job.</p>	<p>It was decided that a proposal shall be put forth before Postal Services Board regarding examination process to make the process fool proof. It was also decided that Circles where examination have been conducted successfully like A.P. and Rajasthan Circles should also be called to discuss the methods adopted by them in conducting the examination successfully. Representatives from Circles where examination have been cancelled on account of various malpractices would also be called for discussion.</p> <p>Recruitment within the existing provisions can be done at the earliest consulting the Circles which have successfully conducted the examination.</p> <p><b>Action by DE Section and Investigation Section</b></p>
	(iii)	<p>In MP Circles at almost <b>all Divisions</b> the candidates from Haryana were declared passed. We have already brought it to your notice. The said examination was held in 2016 for posts of 2009 to 2014 and for year 2015, 2016 examination conducted by company. We request for enquiry by <b>VO and Police CBI</b> and those <b>innocent may not be suffered</b>; and examination may <b>not be cancelled</b>.</p>	<p>It was decided that a proposal shall be put forth before Postal Services Board regarding examination process to make the process fool proof, it was also decided that Circles where examination have been conducted successfully like A.P. and Rajasthan Circles should also be called to discuss the methods adopted by them in conducting the examination successfully. Representatives from the Circles where examination have been cancelled on account of various malpractice would also be called for discussion.</p>

			Recruitment within the existing provisions can be done at the earliest consulting the Circles which have successfully conducted the examination. <b>Action by DE Section and Investigation Section</b>
	<b>B(i) and (ii)</b>	(i) Recruitment of 75% MTS in India Post should be made from GDS and 25% from open market direct recruitment. (ii) Recruitment of Postman Mailguard 100% should be made in India Post from MTS and GDS Staff.	It was clarified to the Association that any amendment in Recruitment Rules is a long and time consuming process and may take several years. In view of the same, associations agreed to withdraw their demand for amendment in Recruitment Rules.
	<b>B(iii)</b>	Regarding change of Recruitment Rules as they existing prior to 27-01-2011	It was clarified to the Association that any amendment in Recruitment Rules is a long and time consuming process and may take several years. In view of the same, associations agreed to withdraw their demand for amendment in Recruitment Rules.
	<b>B(iv)</b>	Examination for recruitment of Postman/MTS should not be conducted through company, but should be held by CO, RO or at Division level and this decentralization should be ordered.	In Postman/Mail Guard and MTS recruitment for the element of quota of vacancies to be filled up from amongst MTS/GDS/Casual Labour either by way of promotion by selection or promotion by Examination, Circles/Divisions do the selection/conduct the Exam successfully inhouse as the number of candidates is small. In case of Postman/Mail Guard & MTS recruitment, if MTS/GDS do not qualify in the exam vacancies, then go to open market quota and for recruitment through exam in r/o the 'open market quota' of elements of vacancies, the number of applicants is very high (lakhs) and Circles are not able to conduct the Exams by themselves and they do outsourcing. The Association was satisfied with the reply given by the concerned Division.
	<b>C</b>	Request for holding a Special Examination for Promotion to Postman & MTS Cadre from MTS, GDS and Casual Labour Staff for filling up unfilled vacant posts of 2009 to 2014, 2015 and 2016. We would like to bring it to your kind notice; that you know better that since year 2009 the posts of Postmen, MTS are not filled from direct Open Market Quota. Only in AP Circle Department has conducted the examination and recruitment is made. In Rajasthan Circle though examination	The Association was satisfied with the reply given by the concerned Division.

	<p>is held but due to huge irregularities; the matter is under investigation.</p> <p>In other Circles the matter of holding examination was given to some company, but there also heavy irregularities occurred and resulted into cancellation of Delhi Circle process of examination and recruitment. In Maharashtra Circle, the Vigilance Enquiry is on and policy enquiry is also Ordered; and therefore that may also be cancelled.</p> <p>In all since year 2009 to 2011 and 2012 to 2016 the 100% recruitment of Postman and MTS is not made on all vacant posts.</p> <p>We request that a Special Examination for recruitment of Postman for the year 2009 to 2011 should be taken. 100% vacant post should be filled from the GDS and Casual Labour as per the 2010 and 27 January 2011 Recruitment Rule.</p> <p>Also since 2012 to 2014 and 2015 to 2016 all vacant post till date are not filled with Direct Recruitment Open Market so all vacant post be filled from MTS, GDS and Casual Labour Staff; and those who pass in that Special Examination may be recruited as Postman. This examination may be conducted.</p>	
2.	<p>The post of Postman and MTS should not be abolished instead of that higher level post be abolished of same expenditure. You know that cities are being expanded by multi-stories buildings; even a small town changed in a city due to heavy increase in population whereas Postman strength is as per year 1975 and 1979 establishment. During 2000 to 2005 thousands of Posts of Postman MTS are already abolished. Now if again the posts are abolished it will cause to defame and demoralize the Department in the eyes of common man because of down service standard.</p> <p><u>We therefore demand -</u></p> <p>(i) That Annual Direct Recruitment Plan (ADRP) 2005 to 2008 Posts of Postman MTS should not be abolished and higher post may be abolished to meet the expenditure of those posts.</p> <p>(ii) In India 25000 posts of Postman are needed as additional justified posts.</p> <p>This item is pending in DC, JCM. Now Amazon Parcel Service, Nodal Speed Post, newly IPPB Bank; to success those schemes we are in need of manpower.</p>	<b>Action to be taken by Establishment Division.</b>

3.	<p>To install x-ray machine for checking the content of COD Parcels.</p> <p>We have already made correspondence and given in detail the difficulties arising at the delivery point when contents are not found with addressee.</p> <p>We therefore demand for supply of x-ray machine at par with Railway, Airport even at Dak Bhawan to enable Postman for delivery of fake articles to COD to stop defamation of Department and Staff.</p>	<p><b>Action to be taken by CGM (BD).</b></p>
4.	<p><b><u>Issue of orders from Directorate for fixation of Postman Pay as 3050 w.e.f. 1.1.1996 as per Supreme Court decision of 23rd April.</u></b></p> <p>The Supreme Court directed for grant of 3050/- scale from 1.1.1996 instead of 10.10.1997. Directorate called the information. In fact, India Post establishment is of 52000 Postman but actually 25000 to 30000 Postman are working; it means 30000 Postman are working against 52000 Postman and Government is in benefit of crores of rupees and not paying the salaries of those 20000 to 22000 posts those are unfilled. We therefore demand that fixation of basic pay Rs. 3050/- w.e.f. 1.1.1996 should be ordered with arrear payment.</p>	<p>The judgment is under consideration in consultation with Department of Expenditure, MoF.</p> <p>The Union demanded immediate implementation of Supreme Court Judgment in the matter.</p> <p><b>Action by Establishment Division:</b></p>
5.	<p><b><u>Fixation of Pay of Full Time (other than Temporary Status) Part Time Casual Labour and Contingency paid staff w.e.f. 01.01.2006 and payment of arrears.</u></b></p> <p>We are very sorry to bring it to your kind notice that since last 2 years the orders issued from Directorate is not being implemented. We have written so many letters; even this was one of the demands in last Agitation Program of Postal JCA. But only assurance was given but till date payment is not affected.</p> <p>We demand that a time should be framed to each and every Divisional Head for fixation of pay w.e.f 1.1.2006 with arrear payment. Failure to this should be faced with strict action against him. We request for issue of strict orders.</p> <p>Casual labourers pay should be fixed according to post and those employees who were working since on or after 01.01.2006 or are still working should be given new pay since 01.01.2006 alongwith arrears. <u>It is request to please issue orders that casual labourers should be given new pay since 01.01.2006 alongwith the arrears within the suitable time frame.</u></p>	<p>The Association demanded that instructions issued in this regard may be re-iterated.</p> <p><b>Action by Establishment Division.</b></p>

6.		<p>Deduction of GPF of TSCL Staff and those absorbed as MTS/Postman from TSCL Cadre enrolled under Old Pension Scheme.</p>	<p>Benefit of GPF and Old Pension Scheme is applicable to all those TSCL Staff who have been regularized on or after 01.01.2004. Directorate letters No. 01-07/2016-SPB-I dated 22.07.16 and 13.09.16 refer.</p> <p>The Association demanded that instructions issued in this regard may be re-iterated.</p> <p><b>Action by Personnel Division</b></p>
7.		<p><b><u>As per 4.11.2013 order Para 5 and 6.2 the grant of MACP by ignoring TBOP/BCR</u></b>  No any Division has implemented the order issued from Directorate; though number of clarifications have been issued from Directorate. We request that one day training of all Circle Head and Regional Head be arranged at Dak Bhawan and they should hold one day training class of all Divisional Heads at Circle. Region Office and they should be fully explained about implementation of above orders of fixation of MACP by ignoring TBOP/BCR.  The 5th CPC scale has been upgraded by the 6th CPC Scale. Therefore their TBOP/BCR should be ignored and MACP should be given w.e.f. 1.9.2008 (next GP + 3% increment)  In the Department of Posts, the 6th CPC scale has upgraded the 5th CPC scale of Postman Mailguard and MTS cadre only. For example in 5th CPC scale of MTS were getting Rs. 2550/- which has been upgraded to Rs. 2750 in 6th CPC. The Postman/Mailguard were getting Rs. 3050/- in 5th CPC scale but the 6th CPC Scale has upgraded the scale to Rs. 3200/-.</p> <p>This order is still not implemented. Fixation of pay scale of Postman/Mailguard and MTS has not been done. Please issue orders immediately. This should be given a time margin within that this should be implemented and failure will have to face the consequences.</p>	<p>The Association informed that except A.P. Circle no other Circle has implemented the order.</p> <p>It was decided that compliance should be called from all the Circles.</p> <p><b>Action by Establishment Division:</b></p>
8.	<p>(i), (ii), (iii), (iv) and (v)</p>	<p>To lodge FIR against the company who conducted Direct Outsider Quota (Postman/MTS) Recruitment Examination for year 2009 to 2014 and also initiate CBI Inquiry.  (i) In Maharashtra Circle in year 2015 one examination for recruitment in Postman/MTS was conducted through one private company for year 2009-2014. The result was declared and vide letter No. Rectt/2-DR-A-IV-Corr/2016 (Para 1) dated 10-6-2016 given stay on said letter by the Chief PMG, Maharashtra Circle.</p>	<p>The concerned Circles, wherever irregularities have been pointed out in conduct of the examinations, have been asked to lodge FIR against the culprits including against the outsourced agencies for lapses on their part as well as against Departmental staff, after identifying their lapses.</p> <p>It was informed by the Circles that police investigation is going on. Necessary action against the culprits including outsource agencies</p>

		<p>(ii) Sir, in the same cases of Delhi there are incidences of dummy candidates found. Many other irregularities came into light and accordingly they are curbed. But mainly in Delhi case no action is taken against the Company, but spared it. Union brought into light of Administration. The examination is cancelled but after a lapse of 3 years the action for the recruitment is not done. No any action against the said company.</p> <p>The examination was conducted again on 25-9-2016 but again many irregularities were found. Some candidates got the answer sheet 2 hours before the exams. 8 Police FIR were filed.</p> <p>(iii) In MP also the exams were conducted in the year 2016 but same irregularities were found as in Delhi and Maharashtra.</p> <p>(iv) Sir, according to my knowledge, there are same things happened in the Haryana, Rajasthan and other Circles. I have personally contacted in some cases there are 15 dummy candidates amongst 17 candidates seen in Camera.</p> <p>(v) In said Examination, some dummy candidates appeared it is learned. The marklist/Certificates are also bogus one. There may be big scandal of money in this recruitment. There may be involvement of some of the officers at higher level.</p> <p>Sir, taking consideration of the above aspect my Union strongly suggest to initiate following action of higher level to curb the culprits of all the level and ranks.</p> <p>To lodge FIR against the said company at the earliest. And investigation to be done by the CBI regarding this company.</p> <p>Whatever expenditure is incurred by the Department for the said examination to be recovered from the company.</p> <p>Whoever are involved in the case, whether directly or indirectly, the officer be initiated suitable action as they should not dare to do such things in future.</p>	<p>and Departmental Officers will be taken after completion of investigation.</p> <p><b>Action by Investigation Section</b></p>
9.	(i)	<p>Request to discuss long pending problems in West Bengal Circle, NUPE Postmen &amp; MTS.</p> <p>The following problems of Postmen and MTS Group 'C' of West Bengal Circle which could not be settled from Divisional end to Circle level are mentioned below for your kind notice. As the cases could not be solved years together, I have no way but to bring your kind notice for early solution,</p>	<p>W.B. Circle vide <b>Letter No. PSR/NUPE-P&amp;D/Misc/Corr dated 20.03.2017</b> has stated that no post has been abolished.</p> <p>It was informed that no post has been abolished but there has been redeployment. It was also informed that establishment keeps reviewing the position and there can be re-deployment wherever necessary.</p>

		<p>Though the problems are taken with Regional PMG and CPMG in Bi-monthly and Four monthly meetings; but nothing has been done at this level.</p> <p>(i) In spite of heavy workload of postmen, many posts of Postmen are being abolished by different IPOs, ASPOs or SPOs or SSPOs unreasonably. The matter was brought to the notice of Circle level but no action has been taken till date. As for example, a letter addressed to the PMG is enclosed herewith for favour of your kind perusal.</p>	<p>It was decided to ask for a list of post offices where re-deployment has been done from W.B. Circle.</p> <p><b>Action by Establishment Division in consultation with WB Circle.</b></p>
	(ii)	<p>Speed Post incentives are not being paid year-after-year in spite of specific Order of Dte. The matter was brought to the notice of the concerned Divisional Heads but no fruitful result has been observed since 2007. As a result, the low paid employees are deceived and aggrieved. As for instance a copy of Minutes of Bi-monthly Meeting between PMG (Kol Region) and Representatives of this Union is enclosed. Detailed discussion may be made on the date of appointment. At the time of discussion many instances may be produced.</p>	<p>A report to be called from CGM (BD) and West Bengal Circle in the matter.</p> <p><b>Action by CGM (BD) and W.B. Circle.</b></p>
	(iii)	<p>Vacant posts of Sorting Postmen in West Bengal Circle are not being filled up since long. It is said that the posts of Sorting Postmen have been abolished. But it has been observed that the posts of Sorting Postmen are being filled up in all other Circles except West Bengal Circle. I request you to kindly look into the matter so that the posts of Sorting Postmen in West Bengal Circle may be filled up according to vacant posts.</p>	<p>W.B. Circle vide Letter No. <b>PSR/NUPE-P&amp;D/Misc/Corr dated 20.03.2017</b> has stated that Divisional Superintendents are the Competent Authority to fill up the post of Sorting Postmen as per standardized norms and procedures.</p> <p>It was decided to call for a detailed report in the matter from Personnel Division in consultation with W.B. Circle.</p> <p><b>Action by Personnel Division</b></p>
	(iv)	<p>The Postmen are facing on difficulties at the time of delivery of COD. The addressee is opening the cover in front of Postman and the Postmen are harassed by not paying the requisite money when the addressees do not get their expected documents inside the envelope and even the Postmen are attacked in different ways. The matter was brought to the Circle level for arrangement of proper security of Postmen at the time of delivery of COD but no action has been taken on the matter till date.</p> <p>As the matter could not be solved till date, I am obliged to bring the matter to your kind notice. It is requested to take the necessary action in the matter from early solution of the problem.</p>	<p>W.B. Circle vide letter No. <b>PSR/NUPE-P&amp;D/Misc/Corr dated 20.03.2017</b> has stated that according to our Departmental Rules, Department is responsible for outer covers of the articles only and not for the contents. A guideline in this regard has been prevailing. However, further efforts have been taken.</p> <p><b>Action by CGM (BD).</b></p>

	(v)	<p>Medical Fund is too insufficient to meet the medical bills of all the staffs of the concerned Divisions. Even the sanctioned medical bills could not be paid due to want of fund. As a result some of the staffs who have been paid Medical Bills and deprived. To maintain uniformity.</p> <p>It is requested to kindly increase medical funds as early as possible.</p>	<p>Information to be provided by Establishment Division regarding allocation of funds to West Bengal Circle.</p> <p><b>Action by Establishment Division.</b></p>
	(vi)	<p>Personal claims like Medical Bills, T.A. Bill, LTC Bill etc., are not being cleared timely. As a result, the staffs are aggrieved and this problem could not be solved years together. It is requested to kindly look into the matter so that the personal claims may be settled very soon.</p>	<p>Information to be provided by Establishment Division regarding allocation of funds to W.B. Circle.</p> <p><b>Action by Establishment Division.</b></p>
	(vii)	<p>Arrangement of Ladies toilet and cloak room for lady employees is immediately needed. The lady employees are using the toilet of male employees and even they have to stand on queue with the gents employees for using toilet which is most shameful.</p>	<p>The Association informed that in 2008 Department had issued the Orders that ladies should not be posted in the offices where there are no ladies toilets.</p> <p>The Association was requested to provide a copy of the above order to enable us to take further action in the matter.</p>
	(viii)	<p>The residential postal quarters are required to be repaired immediately. The quarters are too damaged to reside. Though the residents of quarter are not paid HRA and License fee is being deducted also but necessary repairing works of the quarters are not done at all. In spite of repeated urge, the Circle Authority is behind in the matter. So I am obliged to bring the matter to your kind notice so that the residents of quarter may get minimum facility to reside inside the quarter.</p>	<p>It was informed by the Association that due to availability of limited funds, it is not possible to carry out repairing/maintenance work everywhere.</p> <p>Further, Association was requested to take up the matter at National Level.</p>
	(ix)	<p>Periodical meetings are not held at regular interval. As a result, the problems could not be discussed and solved year after year. As a result, the employees are aggrieved. It is probability to outburst their grievances at any time. To avoid such type of uneasy incidents. I request you to kindly give your necessary instructions to all the levels so that the periodical meetings are held regularly. Your kind intervention in the matter is solicited.</p>	<p>The Association informed that CPMG, W.B. Circle is not holding periodical meetings regularly to discuss the problems at Circle level.</p> <p>It was decided that a D.O. Letter be sent to CPMG, W.B. Circle requesting to hold the periodical meetings regularly with Union representatives.</p>

The meeting ended with a vote of thanks to the Chair.



---

---

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

---

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

---

Ref. No.: NU/P-IV/Notice/Agitation/2016-17

Date : 20-06-2017

To,

The Secretary, Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject :** Request for correction in the Minutes  
of the Meeting held on 28-3-2017

**Ref.:** The copy of Minutes dated 11th May, 2017 under No. 08/04/2017-SR

Respected Sir,

I have received the copy of Minutes **dated 11th May, 2017** of the Meeting held on 28-3-2017. While going through it is observed that there are some items discussed in the meeting and the Minutes are not particular for those items.

Sir, there are some items which are discussed as follows hence the Minutes of those items be seen as per discussion on the subject. The itemwise corrections are required as follows -

**1. Demand Item No. B(i) to B(iv) -**

Regarding the recruitment process it was agreed that the issue will be kept before Postal Board for concrete decision. Further to state that Union is not satisfied with the reply.

In this context Union discussed that the Postman and MTS Examination result failed and those vacant posts should not be directed to the open market but should be offered to the GDS candidates. This is our demand. The changed recruitment Rules be effected after 2017-2018, So the item should not be closed, item should be kept pending. The answer is not as per the discussion in meeting.

**Demand Item No. B-IV**

Union not satisfied with the reply and discussion as stated, in fact, we have pointed that Union will help to conduct the **examination at Circle or Regional level at par with AP Circle**. But in any case Examination may not be conducted from **private company**. Our **demand is not agreed** and therefore the item should be kept pending, therefore please correct the reply. On this item **our demand is Special Examination**.

---

---

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

---

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

---

Ref. No.: NU/P-IV/Notice/Agitation/2016-17  
.....

Date : 20-06-2017  
.....

**Demand Item No. 2**

We discussed and it was agreed that we cannot do any thing about abolition but we should demand for **new creation of post.**

But in your reply nothing is mentioned; what action will be taken by Establishment Division Department has to take action for **new creation of posts of Postman, MTS** and approval from the Department of Personnel and Training. Therefore, the item may be kept pending.

**Demand Item No. 3**

In the discussion it was told that some X-ray machines are purchased and are being purchased. But in reply it is stated - Action to be taken by CGM (BD). The reply is not as per discussion, therefore it is not closed should be kept pending.

**Demand Item No. 4**

In discussion it was said that the file is pending with **Finance for fund;** and after allotment of fund the action will be taken but in reply it is stated - '**Action by Establishment Division**' which is not correct. We demand that the **correct fact should be given to Union.**

**Demand Item 5 and 6**

Re-fixation as per 7th CPC - Fixation of Pay of Full Time (other than Temporary Status) Part Time Casual Labours and Contingency Paid Staff w.e.f. 1-1-2006 and payment of arrears.

While discussion it is agreed that the compliance report would be asked from Divisional Head. But the reply is not upto the discussion.

In our discussion it was decided that Audit reiterated and compliance report will be obtained. But the reply is "**Action by Establishment Division**" which is not correct.

**Demand Item No. 8**

In this item it is discussed that those **companies should not only be blacklisted, but to lodge FIR, and CBI level investigation** is demanded. The total loss of the Department including any expenditure occurred be recovered from said Company. In the Minutes this discussion is not seen. The reply is not satisfactory and may be taken as pending item.

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/Notice/Agitation/2016-17

Date : 20-06-2017

Respected Sir, we request that hereafter the Minutes of any meeting held in Dak Bhawan, Agitation Programme recorded should be given to **Union immediately** after the discussion, completed and signed by Staff and Administration side.

Due to late submission of copy of Minutes **after 1 $\frac{1}{2}$  months** the correct discussion and result **is not being noted.**

Sir, my Union therefore urges to include the above said discussion in the said Minutes and revised copy of the Minutes may be supplied to the Union. I hope the revised Minutes will be issued as far as possible at an early date.

Secondly, inspite of all the discussions held, till date no action has been taken accordingly which is a very serious issue. Therefore it seems, we will have to submit Agitation Notice again because there is severe pressure from the members of the Union. And so it is requested to please take positive action immediately.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and  
President FNPO

CC for information and necessary action

1. Secretary General  
FNPO

---

---

**Remuneration payable to Full Time Casual Labour (Other than Temporary Status)/  
Part Time Casual Labour/Workers engaged on contingency basis -  
Order & Clarification**

No. 2-53/2011-PCC  
Government of India  
Ministry of Communication & IT  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi-110001

Date : 22 Jan. 2015

**Office Memorandum**

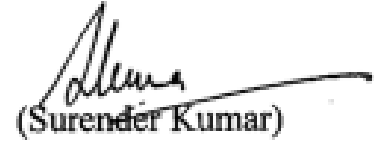
Sub:- Remuneration payable to Full Time Casual Labour (Other than Temporary Status)/  
Part Time Casual Labour/Workers engaged on contingency basis.

The issue of remuneration payable to Full Time Casual Labourers (Other than Temporary Status) and Part Time Casual Labourers has been under consideration of the Department for quite some time. The matter has been examined in consultation with the Nodal Ministries/Departments and it has been decided, that the remuneration payable to casual labourers would be as under:-

- (i) The wages of Full Time Casual Labourers (Other than Temporary Status) would be calculated at the minimum of Pay Band-1 (Rs. 5200-20200) i.e. Rs. 5200 plus a Grade Pay of Rs. 1300/- and Dearness Allowance as admissible from time to time. In addition, the benefit of merger of 50% of dearness allowance would also be admissible in terms of DoPT OM No. 49014/5/2004-Estt (C) dated 31-05-2004.
  - (ii) So far as Part Time Casual Labourers are concerned, their wages would be calculated on pro-rata basis, in terms of hours of duty put in, with respect to the minimum of Pay Band-1 (Rs. 5200-20200) i.e. Rs. 5200 plus a Grade Pay of Rs. 1300/- and Dearness Allowance as admissible from time to time. In addition, the benefit of merger of 50% of dearness allowance would also be admissible in terms of DoPT OM No. 49014/5/2004-Estt (C) dated 31.05.2004.
- (2) The revision as aforesaid in sub para (i) to (ii) will take effect from 01.01.2006.

3. For the Full Time Casual Labourers covered by Para 1(v) of DoPT OM No. 49014/2/86 Estt. (C) dated 07.06.1988 i.e. the full time casual labourers, who are engaged to perform work different from the work performed by regular employee will continue to be remunerated based on the minimum wages prescribed by Central or State Government, whichever is higher.

4. This issues with concurrence of Integrated Finance Wing vide Diary No. 343/FA/2015/CS dated 22.01.2015.



(Surender Kumar)

Asstt. Director General (GDS/PCC)

Copy to:-

1. All Chief Postmaster General (except Kerala & HP Circles)
2. The CPMG Kerala Circle, Thiruvananthapuram. This disposes his letter No. CO/LC/92/OA/11 dated 24.11.2014.
3. The CPMG HP Circle, Shimla. This disposes his letter No. Staff/3/35/2012 dated 20.11.2014.
4. Chief General Manager, PLI/BD Directorate, New Delhi.
5. Senior PPS to Secretary (P)/JS&FA/Secretary (PSB).
6. Addl. Director General, APS, R.K. Puram, New Delhi-110066.
7. Director, RAKNPA, Ghaziabad/All Directors, Postal Training Centers.
8. All GM (Finance)/Directors of Accounts (Postal)
9. The Officer in charge. APS Record Office, Kamptee.
10. All Recognised Unions/Associations/Federations
11. All Members/Sr. D.D.Gs/DDGs.
12. PAP/PE-I/PE-II Sections.
13. Director, CEPT, Mysore - For uploading on [www.indiapost.gov.in](http://www.indiapost.gov.in)



(Surender Kumar)

Asstt. Director General (GDS/PCC)

No. 2-53/2011-PCC  
Government of India  
Ministry of Communication & IT  
Department of Posts


Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Date : 17-06-2016

**Office Memorandum**

Attention is invited to this Directorate OM of even number dated 22.01.2015 vide which instruction regarding remuneration payable to Full Time Casual Labour (Other than Temporary Status)/Part Time Casual Labour/workers engaged on contingency basis was issued. Time and again references from various corners are being received for issue of clarification on the term of Full Time Casual Labour (Other than Temporary Status)/Part Time Casual Labour/workers engaged on contingency basis.

2. On examination of the matter it is seen that the term of casual labourers in Department of Posts has already been clarified vide DG (Posts) communication no, 45-24/88-SPB-I dated 17.05.1989. Copy of the same is attached.

3. The revised rates of remuneration payable to these categories of staff has already been circulated vide this Directorate OM of even number dated 22.01.2015. Necessary action may be taken accordingly.

  
(R.L. Patel)  
Asstt. Director General (GDS/PCC)

Encl : As above

Copy to :-

1. All Chief Postmaster General, Department of Posts.
2. Chief General Manager, PLI/BD Directorate, New Delhi.
3. Sr. PPS to Secretary (P)/JS & FA/Secretary (PSB).
4. Director, RAKNPA, Ghaziabad/All Directors, Postal Training Centres,
5. All GM (Finance)/Directors of Accounts (Postal)
6. The Officer in charge. APS Record Office, Kamptee,
7. All Recognized Unions/Associations/Federations.
8. All Members/Sr. DDGs/DDGs.
9. PAP/PE-I/PE-II Sections.
10. Director, CEPT, Mysore - for uploading on [www.indiapost.gov.in](http://www.indiapost.gov.in)

GOVT. OF INDIA  
MINISTRY OF COMMUNICATIONS  
DEPARTMENT OF POSTS  
SPB-I SECTION

\*\*\*\*\*

Dak Bhawan,  
Parliament Street,  
New Delhi-110001.  
Dated : 17-05-89.

No. 65-24/88-SPB-I

To

- (i) All Heads of Circles
- (ii) Director, Postal Staff College, New Delhi
- (iii) Controller Foreign Mails, Bombay.
- (iv) Addl. Director, General A.P.S.
- (v) All Principals, Postal Training Centres.

Sub :- Casual labourers and Part Time Casual Labourers - clarification regarding.

Sir,

I am directed to say that references have been received seeking clarification as to which class of workers should be treated as full time or part-time casual labourers.

2. It is hereby clarified that all daily wagers working in Post Offices or in RMS Offices or in Administrative Offices or PSD's/MMS under different designations (mazdoor casual labourer, contingent paid staff, daily wager, daily rated mazdoor, outsider) are to be treated as casual labourers. Those casual labourers who are engaged for a period of 8 hours a day should be described as full-time casual labourers. Those casual labourers who are engaged for a period of less than 8 hours a day should be described as part-time casual labourers. All other designations should be discontinued.

3. Substitutes engaged against absentees should not be designated casual labourers. For purposes of rectt. To group 'D' posts, substitutes should be considered only when casual labourers are not available. That is, substitutes will rank last in priority, but will be above outsiders. In other words, the following priority should be observed:-

- (i) NTC Group 'D' officials.
- (ii) EDAs of the same Division.
- (iii) Casual Labourers (Full Time or Part-Time). For purpose of computation of eligible service, half of the service rendered a part-time casual labourer should be taken into account. That is, if a part-time casual labourer has served for 480 days in a period of 2 years he will be treated, for purposes of rectt. to have completed one year of service as full-time casual labourer.)
- (iv) EDAs of other Divisions in the same Region.
- (v) Substitutes (not working in Metropolitan cities).
- (vi) Direct recruits through employment exchange.

**Note :** Substitutes working in Metropolitan Cities will, however rank above no. (iv) in the list.

4. Please acknowledge receipt immediately.

Sd/-  
(D. H. SARKAR)  
ASSTT. DIRECTOR GENERAL (SPN)

Copy to:- All recognised Unions.

---

---

## Minimum pay of Level 1 of the Pay Matrix as per the recommendations of 7<sup>th</sup> Commission for calculation of pay of Casual Labourers

No. 7-10/2016-PCC  
Government of India  
Ministry of Communications  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Date : 31.3.2017


### OFFICE MEMORANDUM

The undersigned is directed to refer this Directorate OM No. 2-53/2011-PCC dated 22.01.2015 vide which rate of remuneration payable to Full Time Casual Labour (Other than Temporary Status)/Part Time Casual Labour/workers engaged on contingency basis w.e.f. 01.01.2006 was issued. The para no.s 1 (i) & (ii) of ibid OM have been examined for revision of remuneration payable to these casual labourers w.e.f. 01.01.2016 in consultation with DoP&T and the DoP&T has clarified that :-

“...minimum pay for calculation of pay of casual labourers (without temporary status) may be considered as the minimum pay of Level 1 of the Pay Matrix as per the recommendations of 7<sup>th</sup> Commission i.e. Rs. 18000/-.”

2. It may be ensured that the concerned casual labourers are engaged in strict adherence to the DoP&T OM No. 49019/1/95-Estt-(C) dated 14.06.2016 (copy attached).

This may be brought to the notice of all concerned.

  
(R.L. Patel)  
Asstt. Director General (GDS/PCC)

Encl: As above

Copy to :-

1. All Chief Postmasters General, Department of Posts,
2. Chief General Manager, PLI/BD Directorate, New Delhi.
3. Sr. PPS to Secretary (P)/JS & FA/Secretary (PSB).
4. Director, RAKNPA, Ghaziabad/All Directors, Postal Training Centers.
5. All GM (Finance)/Directors of Accounts (Postal)
6. The Officer in Charge, APS Record Office, Kamptee.
7. All Recognized Unions/Associations/Federations.
8. All Members/Sr. DDGs/DDGs.
9. PAP/PE-I/PE-II/SPB-I Sections.
10. Director, CEPT, Mysore - for uploading on [www.indiapost.gov.in](http://www.indiapost.gov.in)



---

---

No. 01 -07/2016-SPB-1  
Government of India  
Ministry of Communications & IT  
Department of Posts  
Personnel Division

Dak Bhavan, Sansad Marg,  
New Delhi dated 22 July 2016

To:

1. All CPMsG
2. All PMsG
3. Director, Rafi Ahmed Kidwai National postal Academy, Ghaziabad
4. All Directors, PTC
5. All Directors, Postal Accounts.
6. Controller, Foreign Posts, Mumbai
7. Heads of all other Administrative Offices.

**Subject : Casual Labourers with temporary status - clarification regarding contribution to GPF and Pension under the Old Pension Scheme.**

Sir / Madam,

Department of Posts had circulated details of a scheme viz. Casual Labourers (Grant of Temporary Status and Regularisation) Scheme vide letter No. 45-95/87-SPB.I dated 12.4.1991 for granting temporary status to Casual Labourers who were in employment as on 29.11.89 subject to fulfillment of certain conditions. Further clarifications on the subject were issued by the Directorate as under:

- a) Directorate vide Letter No. 66-52/92-SPB.I dated 1.11.95 extended the benefit of the above scheme to also Casual Labourers recruited after 29.11.89 and upto 10.9.93.
- b) Directorate vide Letter No. 66-9/91-SPB.II dated 30.11.92 issued clarifications that Casual Labourers with temporary status, who completes three years of service are to be treated at par with temporary Group D employees and are entitled to various benefits viz. leave, holidays, CGEIS, GPF, Medical aid, LTC etc. and counting of temporary service after regularisation for retirement benefits.
- c) The Scheme for grant of temporary status and regularization of casual labourers formulated vide Letter No. 45-98/97-SPB.I dated 12.4.91 was modified as under vide letter No. 45-6/2005-SPB-I dated 2.9.2005 (in consultation with DOPT and in line with DOPT OM No. 49014/1/2004-Estt (C) dated 26.4.04) in the light of introduction of New Pension Scheme in respect of persons appointed to the Central Government service on or after 1.1.2004.
  - (i) As the new pension scheme is based on defined contributions, the length of qualifying service for the purpose of retirement benefits has lost its relevance. No credit of casual service as specified in para 6 of the said scheme shall be available to the casual labourers on their regularization against Group D posts on or after 1.1.04.

- 
- (ii) As there is no provision of GPF in the new pension scheme, it will not serve any useful purpose to continue deductions towards GPF from the existing casual employees, in terms of para 8 of the scheme for grant of temporary status. Therefore, no further deductions towards GPF shall be effected from the casual labourers w.e.f. 1.1.2004 onwards and the amount lying in their GPF accounts, including deductions made after 1.1.2004, shall be paid to them.

2. However, since DOPT OM No. 49014/1/2004-Estt (C) dated 26.4.04 (cited in para 1(c) above) has been quashed by various benches of CAT/High Courts who have decided that the scheme could not be modified retrospectively and that SLPs filed in the Hon'ble Supreme Court in various cases have been dismissed by the Apex Court, DOPT vide its OM No. 49014/2/2014-Estt (c) dated 26.2.16 has issued clarifications regarding contribution to GPF and Pension under Old Pension Scheme.

3. Therefore, in line with the instructions issued by DOP&T vide OM No. 49014/2/2014-Estt (C) dated 26.2.16 on the subject following clarifications are hereby issued in respect of Casual Labourers in the Postal Department in supersession of Directorate Letter No. 45-6/2005-SPB-I dated 2.9.2005.

- a) Casual Labourers who had been granted temporary status under the scheme, and have completed 3 years of continuous service after that are entitled to contribute to the GPF.
- b) 50% of the service rendered under temporary status would be counted for the purpose of retirement benefits in respect of those Casual Labourers who have been regularized in terms of the provisions of Department of Post Scheme for regularisation of Casual Labourers.
- c) It is emphasised that the benefit of temporary status is available only to those casual labourers who were in employment as on 10.9.93 and were otherwise eligible for it. No grant of temporary status is permissible after that date. The employees erroneously granted temporary status between 10.9.93 and the date of Hon'ble Supreme Court judgement in Union of India Vs. Mohal Pal 2002 delivered on 29.4.2002, will however deemed to be have been covered under the Scheme dated 12.4.91 of Department of Posts.
- d) Circles may identify cases where temporary status have been granted wrongly to those not covered under the Department of Posts scheme dated 12.4.91 and fix responsibility for the same.

Yours faithfully  
Sd/-  
(G Rajeev)  
Director (SPN)

Copy to:

1. CPMG (PLI)/CGM (BD & M)/JS&FA/DDG (PAF)
2. All DDsG/Directors/ADsG.
3. SO (PE.I)/SO (PE.II)/SO (pension)/SO (PAP)/SO (GDS)/SO (SPB II)
4. Guard File (SPB.I)
5. All recognized Unions Associations as per standard list.
6. Director, CEPT, Mysore for uploading on the India Post website.

Sd/-  
(G. Rajeev)  
Director (SPN)

No. 01-07/2016-SPB-I  
GOVT. OF INDIA  
MINISTRY OF COMMUNICATIONS  
DEPARTMENT OF POSTS

Dak Bhawan, Sansad Marg,  
New Delhi-110001.  
Dated : 12th September, 2016

To

1. All CPMsG
2. All PMsG
3. Director, Rafi Ahmed Kidwai National Postal Academy, Ghaziabad
4. All Directors, Postal Training Centres
5. All Directors, Postal Accounts
6. Controller, Foreign Posts, Mumbai
7. Heads of all other Administrative Offices.

Subject : Casual Labourers with temporary status - clarification regarding contribution to GPF and Pension under the Old Pension Scheme.

Sir,

I am directed to refer to this Department's Letter No. 01-07.2016-SPB-I dated 22.07.2016 on the above cited subject and say that following clarifications are hereby issued in respect of Casual Labourers in the Postal Department in line with DOP&T OM No. 49014/2/2014-Estt (C) dated 28.07.2016:

- (a) The Department's Letter No. 01-07/2016-SPB-I dated 22.07.2016 restores the provisions of the scheme as it existed prior to this Department's Letter No. 45-6/2005-SPB-I Dated 02.09.2005. The benefit of GPF and Old Pension Scheme is applicable to all those Casual Labourers who are covered under the Casual Labourers (Grant of Temporary Status and Regularization) Scheme issued vide Letter No. 45-95/87-SPB-I dated 12.04.1991 even if they have been regularized on or after 01/01/2004.
- (b) As the benefit of Old Pension Scheme and GPF is applicable to only those Casual Workers who are covered under the above stated Scheme of 1991, all the Circles may strictly ensure that it does not lead to demand by regularly recruited fresh employees appointed on or after 01.01.2004 for similar benefit in place of NPS.

Yours faithfully,



(Abhay Kumar)  
Assistant Director General (SPN)

Copy to:

7. CGM (PLI)/CGM(BD&M) / JS&FA / DDG (PAF)
8. All DDsG/Directors/ADsG
9. SO/PE.I/SO(PE.II) / SO (Pension) / SO (PAP) / SO (GDS) / SO (SPB.II)
10. Guard File (SPB.I)
11. All Recognized Unions / Associations as per standard list
12. Director, CEPT, Mysore for uploading on the India Post website.

---

---

## **Policy in respect of Casual Labourers working in the Department in compliance of Hon'ble SC judgement in Uma Devi case**

No. 66-50/2014-SPB-I  
Government of India  
Ministry of Communications & IT  
Department of Posts  
(Personnel Division)



Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated : 30th June, 2014

To

1. All Chief Postmasters General
2. Director, Rafi Ahmed Kidwai National Postal Academy
3. All Postmasters General

**Subject : Policy in respect of Casual Labourers working in the Department in compliance of  
Hon'ble Supreme Court judgement in Uma Devi case - reg.**

Sir/Madam,

I am directed to refer to above mentioned subject and to say that the Hon'ble Supreme Court of India in its judgement dated 10.04.2006 in case of Civil Appeal No. 3595-3612/1999 etc. Secretary State of Karnataka and Others Vs. Uma Devi and others has laid down that "*appointments made without following the due process or the rules relating to appointment did not confer any right on the appointee and the Court cannot direct their absorption, regularizations nor make their service permanent. High Court in exercise of jurisdiction under article 226 of the Constitution should not ordinarily issue direction for absorption, regularization or permanent continuance unless the recruitment was itself done regularly and in terms of constitutional scheme. Courts must be careful in ensuring that they do not interfere unduly with the economic arrangement of its affair by the States or its instrumentalities or lend themselves to be instruments to facilitate the by-passing of the constitutional and statutory mandates. A temporary contractual, casual or daily wage employee does not have a legal right to be made permanent unless he has been appointed in terms of the relevant rules or in adherence of article 14 and 16 of the Constitution. However, where a duly qualified person has been irregularly appointed in a duly sanctioned vacant post and has been continued to work for 10 years or more but without the intervention of the order of the Court or of Tribunal, the question of regularization of the services of such employees may have to be considered on merits*".

2. Further, the Department of Personnel & Training (DOP&T) vide their O.M. No. 49019/1/2006-Estt. (C) dated 11-12-2006 asked all the Ministries/Departments to implement the Hon'ble Apex Court aforesaid judgement.

3. The issue was examined in detail in consultation with the Establishment Division and following guidelines are laid down for the Casual Labourers working in the Department of Posts in compliance with the directions of the Hon'ble Supreme Court and ibid DOP&T OM:

- (i) Regularization of all the Casual Labourers, who have been irregularly appointed, but are duly qualified persons in terms of statutory recruitment rules for the post and was engaged against a sanctioned post, shall be done if they have worked for 10 years or more but not under the covers of orders of courts or tribunals as on the date of Hon'ble Apex Court's ibid judgement i.e. 10.04.2006.
- (ii) A temporary, contractual, casual or daily wage worker shall not have a legal right to be made permanent unless he/she fulfills the above criteria.
- (iii) A Casual Labourer engaged without following the due process or the rules relating to appointment and does not meet the above criteria shall not be considered for their absorption, regularization, permanency in the Department.
- (iv) If a Casual Labourer was engaged in infraction of the rules or if his engagement is in violation of the provisions of the Constitution, the said illegal engagement shall not be regularized.

4. It is, therefore, requested to take further necessary action in respect of Casual Labourers working in the Circles in accordance with the aforesaid laid down guidelines. Any deviation from these guidelines shall not be permitted.



(N.T. Paite)  
Director (SPN)

Copy to :

1. Sr. PPS to Secretary (P)
2. PPS to all Members, Postal Services Board
3. CGM (BD & M)/CGM (PLI)/Sr. DDG (Vigilance)
4. JS & FA/DDG (P) Secretary (PSB)
5. Addl. DG, APS Co 56 APO
6. All DDsG/GMs
7. GM (CEPT) - With a request to upload the order in India Post Website.
8. OSD to Secretary (Posts), Dak Bhawan, New Delhi
9. All Director of Accounts, Postal
10. All Directors, Postal Training Centres
11. PE-I/PCC/Pension/SPB-II Sections, Dak Bhawan, New Delhi
12. S.O.'s Guard file



(Gopala Krishna)  
Section Officer (SPB-I)

---

---

No. F. 49019/1/95-Estt-(C)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training

\*\*\*\*\*

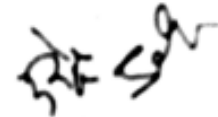
New Delhi, North Block  
Dated 14th June, 2016

**OFFICE MEMORANDUM**

Subject : Recruitment of casual workers and persons on daily wages.

The undersigned is directed to refer to the provisions of the of Department of Personnel and Training OM No. 49014/2/86-Estt (C) dated 7th June, 1988 on recruitment of Casual Workers and Daily Wages. Attention is invited to the provisions of the referred O.M. at Para 1(iii) which lays down “that work presently being done by regular staff should be reassessed by the administrative Departments concerned for output and productivity so that the work being done by the casual workers could be entrusted to the regular employees.”

2. It has been observed that in spite of strict guidelines on engagement of Casual Labour vide the above referred O.M. various Ministries/Departments continue to engage casual workers for attending work of regular nature against the Government’s policies. It is, therefore, reiterated that all Ministries/Departments may ensure strict compliance of the guidelines on engagement of Casual Labours. Negligence in the matter of implementing these guidelines should be viewed seriously and brought to the notice of the appropriate authorities for taking prompt and suitable action against the defaulters.



(Mukesh Chaturvedi)  
Director (E)  
Telefax : 23093176

To  
All Secretaries of Ministries/Departments.

No. 44-14/2009-SPB-I  
Ministry of Communications & IT  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi, dated the 19.03.2015

To

1. All Chief Postmasters General,
2. All Postmaster General,
3. The Director, PSCI, Ghaziabad.

Subject: - Amendment of Department of Posts (Postman and Mail Guard) Recruitment Rules, 2014.

Sir/Madam,

I am directed to forward herewith a copy of Department of Posts (Postman and Mail Guard) Recruitment (Amendment) Rules, 2014 notified in the Gazette of India, Extraordinary, Part-II-Section 3-Sub-section (i) dated 17<sup>th</sup> December, 2014.

2. It is requested that the amendment in the Recruitment Rules may be brought to the notice of all concerned.

Yours faithfully,

Encl:- As above.



(N.T. Paite)  
Director (SPN)

Copy for information to:-

1. PPS to Secretary (P)
2. All Members of the Postal Services Board/JS & FA
3. Secretary (PSB)
4. CGM (BD)/CGM (MB)/CGM (PLI)
5. All Dy. Directors General/GMs
6. CEPT) with a request to upload this letter alongwith enclosed amended RRs on India Post Website.
7. Pr. Director of Audit (Postal), Delhi 110054.
8. Additional Director General, APS, R.K. Puram, New Delhi.
9. Chief Engineer (Civil, HQ)
10. All Directors, Postal Training Centres
11. Ministry of Law and Justice, Legislative Department
12. Lok Sabha Secretariat
13. Rajya Sabha Secretariat
14. All Recognized Unions/Associations/Federations
15. SPB-II/PE-I/PE-II/Admn./PAP/DE/GDS/PCC/SR/PAWing

---

---

## **Review of merit points under GDS Compassionate Engagement Scheme, under attribute 'own agricultural land and house'**

अनुकंपा भर्ती के लिए खुद की खेती तथा मकान हेतु नये पाईट दिये गये हैं - उनके आदेश

---

**No. 17-39/5/2012-GDS**

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

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated: 14 Jan 2015

To

All Chief Postmasters General

**Subject : Review of merit points under Compassionate Engagement Scheme, under attribute 'own agricultural land and house'**

Attention of all concerned is invited to this Directorate's Letter No. 17-17/2010-GDS dated 14th Dec 2010 as amended vide letters dated 01st Aug 2011 and 09th Mar 2012 under which the criteria of judging indigence was laid down on a hundred point scale for the purpose of considering cases for engagement to GDS posts on compassionate grounds.

2. Considering the recommendations made by the DKS Chauhan Committee, which was constituted to look into the various aspects related to Gramin Dak Sevaks, it has been decided by the Department to replace the criteria under the attribute 'own agricultural land and house' appearing at Ser 4 of Para 4 of this Directorate letter dated 14th Dec 2010, which will now read as under:-

<b>Attribute</b>	<b>No. of Points</b>	<b>Item</b>
Own Agricultural Land	5	No agricultural land
	3	In case of barren/undeveloped agricultural land
	0	In other cases
Own House	5	No House
	3	In case of Kacha House [full & not partial]
	0	In other cases

4. These orders will take effect from 01.04.2015. Cases already decided based on existing provisions will not be re-opened.

  
(Surender Kumar)  
Assistant Director General (GDS)



No. 17-1/2017-GDS  
Government of India  
Ministry of Communications  
Department of Posts  
(GDS Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001

Dated : 30-05-2017

To  
All Chief Postmasters General,  
All Postmasters General

**Sub : REVIEW OF THE SCHEME FOR ENGAGEMENT OF A DEPENDENT OF DECEASED GRAMIN DAK SEVAKS ON COMPASSIONATE GROUNDS.**

I am directed to refer to this office letters Nos. 17-17/2010-GDS dated 14.12.2010 and 17.12.2015 vide which instructions on engagement of dependents of deceased Gramin Dak Sevak on compassionate grounds have been issued.

2. The Scheme has been reviewed in this Directorate and it has been decided to introduce revised scheme for compassionate engagement of an eligible dependent of deceased Gramin Dak Sevaks. Under the revised scheme point system has been dispensed with and scheme has been extended to dependents of missing GDS also.
3. The scheme will come into effect from the date of issue of the letter and will be applicable to all cases pending and arising on or after the said date. The cases which have already been settled will not be reopened.
4. The revised scheme for compassionate engagement of an eligible dependent of deceased Gramin Dak Sevaks is attached.



(R.L. Patel)  
Assistant Director General  
(GDS/PCC)

Copy to:

1. PPS to Secretary (P)
2. PPS to DG (Posts)
3. PPS/PS to all Members
4. CGM BD/BLI Directorate/Sr. DDG (Vigilance)
5. All DDG
6. GM CEPT, Mysore for uploading the same to India Post's web-site
7. Director RAKNPA/Postal Training Centres
8. All recognized Federations/Unions
9. Guard File

---

---

## **Revised Scheme for Compassionate Engagement of an Eligible Dependent of Deceased Gramin Dak Sevak**

1. **Object**

The object of the Scheme is to grant engagement on compassionate grounds to a dependent family member of a Gramin Dak Sevak dying while in service as a GDS, to relieve the family of the GDS concerned from financial destitution and to help it to get over the emergency.

2. **To Whom applicable**

To a dependent family member of a regularly selected and engaged Gramin Dak Sevak who dies while in service (including death by suicide).

**Note 1** “Dependent Family Member” means the following :

- (a) Spouse; or
- (b) Son including adopted son; or
- (c) Married son living with parents and dependent for livelihood on the GDS on the date of death of the GDS; or
- (d) Daughter including adopted daughter; or
- (e) Married/widowed daughter/divorced daughter wholly dependent on the GDS at the time of his/her death; or
- (f) Daughter-in-law of deceased GDS who is wholly dependent on GDS, if the only son of the GDS is predeceased, provided she gives an undertaking that she is not availing the same benefit from her own parenthood.
- (g) Brother or sister in the case of unmarried GDS wholly dependent on the GDS at the time of her/her death.

**Note 2** “Gramin Dak Sevak” for the purpose of these instructions means a GDS engaged on regular basis after undergoing a formal selection procedure and not one working on adhoc/provisional basis or as a substitute or trainee.

3. **Authority Competent to make Compassionate Engagement**

- (a) Head of Circle will be competent to make compassionate engagements to GDS posts within the Circle.

- 
- 
- (b) All cases will be considered by a Committee on Compassionate Engagement (CCE) and recommendations of the Committee will be put up to the Head of the Circle for final decision.
  - (c) The composition of CCE will be same as the one constituted for cases of departmental officials.
  - (d) The Committee will meet bi-monthly i.e. in March, May and July and so on for considering the cases arising during the previous two months. For example, the cases received during Jan and Feb will be considered in March and cases received during March and April will be considered in May.

4. **Posts to which such engagements can be made**

Compassionate engagements will be made only to GDS posts.

5. **Eligibility**

- (a) The family deserves immediate assistance of relief from financial desituation; and
- (b) Applicant for compassionate appointment should be eligible and suitable for the post in all respects as per the conditions prescribed for normal regular selection to the GDS post for which being considered.

6. A. **Exemptions**

Compassionate engagements are exempted from the observance of the following requirements:-

- (a) Engagement procedure such as notification of vacancies, reference to employment exchange etc.
- (b) Checking of availability of surplus posts or posts identified for redeployment etc.

B. **Relaxations**

- a) Generally, there shall be no relaxation in age conditions except as prescribed for reserved categories. However, Upper age limit could be relaxed wherever found to be necessary. The lower age limit should, however, in no case be relaxed below 18 years of age. Powers to relax the Upper age limit of the applicant are vested with Head of the Circle.
- b) There shall be no relaxation in basic educational qualifications prescribed for the GDS post for which the applicant is being considered.

**Note 1** Age eligibility shall be determined with reference to the date of application and not the date of engagement.

---

---

7. **Determination/availability of vacancies**

- (a) Engagement on compassionate grounds should be made only on regular basis and that too only, against regular GDS vacancies.
- (b) To the extent possible, compassionate engagement should be offered to a GDS post near the place where the family of the deceased GDS normally resides. However, if there are no suitable vacancies to immediately engage the applicant, any post in the same sub division or division may be offered.

8. **Time limit for considering applications for compassionate engagements.**

- (a) Subject to instructions on the subject issued and amended from time to time, any application for compassionate appointment is to be considered without any time limit and decision taken on merit of each case.
- (b) Within 15 days from date of death of a GDS, the family should be informed about the scheme of Compassionate Engagement alongwith a list of regular GDS vacancies available in the Division, as on the date of death of the GDS and acknowledgement should be obtained and kept on record.
- (c) Head of the Circle should consider and decide the case within three months from the date of receipt of application.

9. **Consideration of belated requests**

- (a) As per para 8 (b) above, the family will be informed about the scheme and vacancies by the Department within 15 days from the date of death of the GDS. Request for compassionate engagement should be submitted within a reasonable time.
- (b) Requests received after one year from date of death of the GDS will be considered as belated requests. Such cases should be recommended by the CCE only if the reasons given by the applicant are found to be genuine and convincing.
- (c) While considering belated requests, the CCE/Head of Circle should keep in mind the fact that the concept of compassionate engagement is largely related to the need for immediate assistance to the family of the GDS in order to relieve it from economic distress. The very fact that the family has been able to manage somehow for long should normally be taken as adequate proof that the family had some dependable means of subsistence. Therefore, examination of such cases would call for a great deal of circumspection. The decision to make appointment on compassionate grounds in such cases may, therefore, be taken only after thorough scrutiny of all facts by Committee on Compassionate Engagement.
- (d) Whether a request for compassionate engagement is belated or not may be decided with reference to the date of death of the GDS and not the age of the applicant at the time of consideration.

---

---

10. **Widow engaged on compassionate grounds getting remarried**

A widow engaged on compassionate grounds will be allowed to continue in service even after re-marriage.

11. **Where there is an earning member**

- (a) Detailed examination will be required in cases with special features like cases of belated requests or where there is another earning member in the family etc.
- (b) In deserving cases even where there is already an earning member in the family a dependent family member may be considered for compassionate engagement, if the Compassionate Engagement Committee is satisfied that grant of compassionate engagement is justified having regard to number of dependents, assets and liabilities left by the GDS, income of the earning member as also his liabilities including the fact the earning member is residing with the family of the GDS and whether he/she should not be a source of support to their members of the family.

12. **Missing Gramin Dak Sevak**

Cases of missing Gramin Dak Sevaks are also covered under the scheme for compassionate engagement subject to the following conditions:-

- (a) A request for grant of compassionate engagement can be considered only after a lapse of at least 2 years from the date from which the GDS has been missing, provided that:
  - (i) An FIR to this effect has been lodged with the Police,
  - (ii) The missing person is not traceable, and
  - (iii) The competent authority feels that the case is genuine;
- (b) This benefit will not be applicable to a GDS:-
  - (i) who had less than two years for normal discharge from service on the date from which he/she has been missing; or
  - (ii) who is suspected to have committed fraud, or suspected to have joined any terrorist organisations or suspected to have gone abroad.
- (c) Compassionate engagement in the case of a missing GDS also would not be a matter of right as in the case of others and it will be subject to the fulfilment of all the conditions, including availability of vacancy, laid down for such engagement under the scheme;
- (d) While considering such a request, the results of the Police investigation should also be taken into account; and
- (e) A decision on any such request for compassionate engagement should be taken at the level of the Head of Circle.

---

---

13. **Procedure**

- (a) Prescribed proforma may be used for ascertaining necessary information and processing the cases of compassionate engagements in normal cases.
- (b) An officer not below the rank of an Inspector should meet the members of the family of the GDS in question immediately after his/her death to advise and assist them in submitting necessary information for considering compassionate engagement. The applicant should be called in person at the very first stage and advised in person about the requirements and formalities to be completed by him.
- (c) All cases of compassionate engagement including belated requests and cases with special features (like presence of other earning members in the family etc.) may be considered by the CCE on bi-monthly basis and its recommendations should be submitted to the Head of Circle. A final decision may be taken by the Head of Circle based on the recommendations of the Committee.
- (d) An application for engagement of a dependent of the deceased GDS as a GDS on compassionate grounds should be considered and decided by the Head of Circle within three months from the date of receipt of application.
- (e) If, due to any grounds, a request for compassionate engagement is rejected, a speaking order should be issued by the Head of Circle.

14. **Undertaking for maintenance of the family of the deceased GDS**

A person engaged on compassionate grounds under the scheme should give an undertaking in writing that he/she will properly maintain the other family members who were dependent on the GDS in question and in case it is proved subsequently (at any time) that the family members are being neglected or are not being maintained properly by him/her, the engagement may be terminated forthwith. Such a clause will also be incorporated as one of the additional conditions in the offer of engagement applicable only in the case of engagement on compassionate grounds.

15. **Request for change in post/person**

When a person has been engaged on compassionate grounds to a particular GDS post, the circumstances, which led to such engagement, should deem to have ceased to exist. Therefore,

- (a) he/she should strive in his/her career like any other GDS for future advancement and any request for engagement to any higher post on consideration of compassion should invariably be rejected.
- (b) an engagement made on compassionate grounds cannot be transferred to any other person and any request for the same on consideration of compassion should invariably be rejected.

---

---

16. **Seniority**

Seniority of the person engaged as GDS on compassionate ground will be determined on the basis of his/her initial date of joining the GDS post and his/her position in the seniority list of GDS of the unit concerned will be determined accordingly.

17. **Termination of engagement**

- (a) The compassionate engagement can be terminated on the ground of non compliance of any condition stated in the offer of engagement after providing an opportunity to the person concerned by way of issue of show cause notice asking him/her to explain why his/her services should not be terminated for non-compliance of the condition(s) in the offer of engagement and for this purpose, it is not necessary to follow the detailed disciplinary procedures prescribed in rules/instructions.
- (b) The power of termination of engagement for non-compliance of the condition(s) in the offer of compassionate appointment will vest only with the Head of Circle, in all cases.

*Proforma to be used for intimating the family about the scheme is given in Annexure 1 and Form for seeking compassionate engagement is given in Annexure 2.*

Annexure 1

Dear .....

All Staff Members of Department of Posts are deeply shocked to learn about the sad demise of Shri/Ms.....

On behalf of the Department of Posts, I would like to express my deepest condolences.

The Department has a scheme for engagement of a dependent of deceased GDS on compassionate grounds. Depended may apply for the post of GDS if vacancy is available and otherwise eligible. Department's representative will soon contact you for completing official formalities and paper works. You are advise to submit your request in this regard to my office within a month.

Presently, the following posts of GDS near the place of your residence are vacant:

1                      2                      3                      4                      5

Yours Sincerely

(                      )

Shri/Ms.....

Address of Dependent

Copy to:-

The ..... (Officer not below the rank of Inspector). The family of the deceased GDS may please be contacted immediately and all assistance rendered for filling up all necessary forms.

**Form for Seeking Compassionate Engagement  
by Dependents of Deceased Gramin Dak Sevak**

<b>1</b>	<b>Details of applicant</b>					
a	Name					
b	Date of Birth					
c	Age as on the date of application (completed years)					
d	Whether belonging to SC/ST/OBC					
e	Educational Qualification					
f	Whether any dependent family member has been appointed in the Department in any capacity, on compassionate grounds					
g	Marital Status					
h	Whether residing with the family of the deceased GDS					
<b>2</b>	<b>Details of deceased Gramin Dak Sevak</b>					
a	Name					
b	Post					
c	Office					
d	Date of Death					
e	Age at the time of death					
f	Date of joining service as Gramin Dak Sevak					
g	No. of completed years of service at the time of death					
h	No. of years left for normal discharge as on the date of death					
<b>3A</b>	<b>Details of Assets</b>					
a	Amount of Severance amount received					
b	Amount of Ex-gratia gratuity received					
c	Amount SDBS benefits received					
d	Amount of Insurance Policies received including CGEIGS					
<b>3B</b>	<b>Details of liabilities</b>					
a	No. of wholly dependent family members of deceased GDS					
b	No. of unmarried daughters					
c	No. of student children					
d	Amount of outstanding loans, if any					
e	Any other liability					
<b>4</b>	<b>Details of Dependents</b>					
	Name(s)	Relationship with the deceased GDS	Age	Address	Employed or not	Details of employment

Signature of Permanent Government Servant .....

Name: .....

Address .....

Signature of the verifying Authority .....

Name .....

Address .....

Signature of the candidate .....

Name of the candidate .....

Address .....



---

---

## **GDS Bonus Struggle end with the Victory**

**GDS Bonus struggle end with the Victory,  
Now everyone claims, Victory is ours.**

### **FNPO and NU GDS steps on this issue required to be recorded here**

- **1st September 2016**, Department of Post issued an Order revising Bonus to Rs. 7000/- to Departmental Employees excluding GDS.
- **3rd September 2016**, the NU GDS General Secretary wrote a letter to the Secretary, Department of Post to revise the Bonus ceiling to GDS Employees.
- **15th September 2016**, Our Federation sent a letter to the Chairman, Postal Board request to revise Bonus ceiling to GDS Colleagues.
- **16th September 2016**, Postal JCA sent a letter to the Chairman, Postal Board request to revise Bonus ceiling to GDS.
- **23rd September 2016**, NFPE announced Dharna programme without consulting FNPO for this we posted our view on the website, the following - We don't want comment more on this issue now. FNPO Representatives will meet concerned Officers next week. Till such time we don't want to announce any agitation programme. GDS colleagues are requested to understand the situation, FNPO will not aggravate any issues under any circumstances, at the same time, we will not compromise core issue at any cost.
- **26th September 2016**, We met the officers and understand the Developments. We feel some kind of agitation programme is necessary.
- **28th September 2016**, Postal JCA issued Joint Programme.

Meanwhile some of the colleagues viewed Secretary General FNPO and NU GDS stand differently. We just ignore it at that.

- **19th October 2016**, Member (P) called us and requested to withdraw the Strike decision. We refused to withdraw.
- **27th October 2016**, Department issued Order revising ceiling from 3500 to 7000.

It is a victory of Postal JCA. Not single Federation. We strongly believe in Unity.

Our sincere thanks to colleagues who journey with us. We also thank colleagues who placed different views against our programme.

Our Sincere thanks to Chairman, Postal Board, Member (P), DDG (Estt.) and Director (VP & DE) for their steps to settle the emotion issue of poor GDS employees.

---

---

## **GDS Committee Report Hope for Good**

Long awaiting GDS Committee Report though submitted to the Department of Posts on 24th November, 2016 by Shri Kamlesh Chandra, Chairman of the Committee, but Department was not ready to supply copy of Report to the recognized Union/Federation.

However, after clearance from Election Commission the report has now been publicly announced and copies are given to the Union.

Friends, we have studied the report and of the opinion that if Government accepts this report in toto it will be a great justice given by Shri Kamlesh Chandra, the Chairman and all credit goes to him.

Regarding detail recommendations made in the report, we will print it soon.

But main features are - all the GDS will be covered under only three categories i.e. **BPM, Asst. BPM and Dak Sevaks**. The GDS working other than BO, i.e. SO and HO, RMS etc. will be Dak Sevak.

Minimum Basic is 10,000/-, the GDS working hours are 4 and 5 hours only. There are two categories of Payscale 10000-24470; 12000-29380 and 14500-35480.

Minimum wage fixed at :

Rs. 10,000/- for 4 hours and Rs. 12,000/- for 5 hours (Level 1)

Rs. 12,000/- for 5 hours and Rs. 14,500/- for 5 hours (Level 2)

Yearly increments 3% on 1st January or 1st July as the case may be, DA will be as it is.

### **Many allowances are recommended**

1. Dearness Allowance - no change
2. % of D.A. with regular employees - no change
3. Increase rate of DA - no change
4. Recommended Allowances
5. Composite Allowance
6. Cash Conveyance Allowance
7. Combined Duty Allowance
8. Children Education Allowance
9. Revenue Linked Allowance for eligible BPMs
10. Risk & Hardship Allowance

### **Allowances to be withdrawn**

1. Office Maintenance Allowance
2. Fixed Stationery Allowance
3. Boat Allowance
4. Cycle Maintenance Allowance,
5. Uttarakhand Allowance
6. Split Duty Allowance

### **In case of Leave -**

1. Paid Leave should be renamed as Ordinary Leave and enhanced from 20 to **30 days in a year**.
2. Introduce Encashment of Leave.
3. Introduce '**Emergency Leave**' for **5 days in a calendar year**, but no carry forward.
4. Women GDS - **26 weeks of Maternity Leave** and paid from salary head.
5. **Paternity Leave for 7 days**.

- Severance Amount @ Rs. 4000/- from 1-1-2016 for every completed year of service subject to maximum of **Rs. 1,50,000/-**.
- Service Discharge Benefit Scheme (SDBS).
- GDS Contribution should be revised as **minimum 3% and maximum of 10%** of the basic wage per month.
- Department Contribution should be fixed as **3% of basic wage**.
- Bring the GDS under purview of Gratuity Act with an upper limit of **Rs. 5,00,000/-**.
- **Group Insurance Scheme** : Enhance the rate of monthly subscription by Rs. 500/- per month with Insurance coverage of **Rs. 5,00,000/-**.

### Welfare Schemes

- GDS CWF subscription should be enhanced from Rs. 20 to **Rs. 100/-** per month.
- Department grant should be enhanced from Rs. 100/- to **Rs. 300/-**.
- Point System should not be applied to Compassionate Appointment of Dependents of GDS.
- Photo Identity Cards to all GDS with free of cost.

### Ex-Gratia Bonus

Department should re-examine the formula for payment of bonus and ex-gratia bonus with reference to the share of revenue generated by the departmental as well as GDS POs.

### Career Progression

There is need to increase the Direct Recruitment Quota of GDS in Postman and Mail Guard because of large working strength of GDS and to provide them with better opportunities for getting into Departmental Posts.

Introduce a guaranteed special **increase in wages after 12, 24 and 36 years** of service with two annual increases.

Designation of GDSs should be changed after each financial upgradation.

### Legal Status of GDS

- The Committee observed that the matter is subjudice.
- The Department should take suitable steps to increase security of job, prevent exploitation and increase income of GDSs so that they feel secure and live happily within the GDS system and with the existing legal status.
- Terms and conditions of engagement.
- Introduce voluntary discharge scheme on willing to leave the post before 65 years.
- Discharge from the service on the last day of the month.
- Relaxation on limited transfer facility.
- The Committee recommends changes in Rule-3A.

Committee Recommendations on wage structure and fixation of wages.

Committee recommends raising of minimum duty from 3 hours to 4 hours of all GDSs.

Comparison : BPM = Postman. Asst. BPM & Dak Sevak = MTS.

This is a wrongful recommendation. FNPO and NU GDS is against this negative recommendation and has given good suggestions to the Department.

Friends, according to us the report is good but Government should accept it in toto for अच्छे दिन of GDS, we hope.

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

## आशादायी : जीडीएस कमेटी रिपोर्ट

श्री कमलेश चंद्रा, चेयरमैन GDS कमेटी द्वारा प्रस्तुत रिपोर्ट आया है। डाक विभाग इस रिपोर्ट की प्रतियां संगठन को देने से इंकार कर रहा था, अंततः मंत्री महोदय द्वारा चुनाव आयोग से इस रिपोर्ट को प्रसिद्ध करने की अनुमति लेने की सूचना डाक विभाग को की गयी। चुनाव आयोग की सहमति के बाद डाक विभाग ने इस रिपोर्ट को सार्वजनिक किया, खैर।

रिपोर्ट में जो रिकमन्डेशन्स किये गये हैं वे GDS कर्मचारियों के हित को ध्यान में रखकर न्यायोचित प्रतीत होते हैं। उदाहरण - कम से कम वेतन 4 घंटे के लिए रु. 10000/- और पांच घंटे के लिए कम से कम 12000/- और रु. 14500/-.

- वार्षिक वेतन बढ़ोतरी 3% 1 जनवरी या 1 जुलाई।
- GDS कर्मचारियों की सिर्फ तीन श्रेणियां मनोनीत की गयी हैं।
- 1. ब्रांच पोस्टमास्टर - सभी ब्रांच पोस्टमास्टर
- 2. असिस्टेंट ब्रांच पो.मा. - GDS, AMD, GDS MC
- 3. डाक सेवक - GDS SV, GDS PKR, GDS MM

### नयी वेतन श्रेणी -

1. 10000-24470 (BPM Level छोड़कर)
2. 12000-29380 (BPM Level 1)
3. 14500-35480 (BPM Level 2)

1. GDS PO का कम से कम काम 4 घंटे।
2. GDS PO का कार्य समय 4 घंटे तथा 5 घंटे सुझाया गया है।
3. वर्कलोड की गणना के लिए पाईट निर्धारण सिस्टम र- की गयी है। रिपोर्ट में बहुत सारे अलाउंस सुझाये गये हैं।

1. **सिवरस रकम :** @ रु. 4000/- 1-1-2016 से हर वर्ष की सेवा के लिए और ज्यादा से ज्यादा रु. 1,50,000/-.
2. सर्विस डिसचार्ज बेनिफिट (SDBS)  
GDS कांट्रीब्यूशन कम से कम 3% और ज्यादा से ज्यादा 10% मासिक वेतन हर माह।
- डाक विभाग का कांट्रीब्यूशन 3% बेसिक वेतन का।
- GDS स्टाफ को ग्रच्युइटी नियम के दायरे में लाया जाये और रु. 5,00,000 की अपर लिमिट में रखा जाये।
- ग्रुप इंशुरेंस स्कीम के लिए हर माह कटौती रु. 500/- की जाये और बीमा रकम रु. 5,00,000/- रखी जाये।

### वेलफेयर स्कीम

- GDS CWF चंदा 20 रु. से बढ़ाकर 100/- प्रतिमाह किया जाये।
- डाक विभाग की ग्रांट 100/- से बढ़ाकर 300 रु. किया जाये।
- अनुकंपा भर्ती के लिए GDS के आश्रितों को पाईट सिस्टम से दूर रखा जाये।
- GDS को मुफ्त में फोटो आयडेंटीटी कार्ड दिये जायें।

### एक्स ग्रेशिया बोनस

डाक विभाग बोनस तथा एक्स ग्रेशिया भुगतान का पुनः निर्धारण कर विभाग द्वारा रेवन्यू का हिस्सा और GDS Post Offices द्वारा अर्जित रेवन्यू को हिसाब में लेना आवश्यक है।

## केरीयर प्रोगेशन

पोस्टमैन और मेलगार्ड भर्ती के लिए GDS कोटा बढ़ाना जरूरी है। क्योंकि बहुत अधिक मात्रा में GDS काम कर रहे हैं और उन्हें डाक विभाग में भर्ती के लिए अवसर प्रदान करना होगा।

वेतन में 12, 24 और 36 साल की सर्विस पर विशेष बढ़ोतरी दो। वेतन वृद्धि के लिए नयी नीति निर्धारित की जाये तथा हर नयी वेतन वृद्धि के पश्चात् पदनाम में पदलाव जरूरी है।

## GDS का कानूनी स्तर

- कमेटी ने पाया कि यह विषय कोर्ट में प्रलंबित है।
- डाक विभाग द्वारा GDS कर्मचारियों का शोषण समाप्त कर उन्हें जॉब में स्कूयेरेटी दे वेतन में वृद्धि करे तथा उन्हें आश्वासित कर इस GDS सिस्टम में न्यायीक स्तर पर सुखमय जीवन जी सके इस पर ध्यान दे।
- टर्म तथा कडीशन एगेंजमेंट
- आयु 65 वर्ष पूर्व ही यदि कोई स्वेच्छा निवृत्ति लेता है तो स्वेच्छा निवृत्ति योजना GDS के लिए लागू करे।
- माह के अंतिम तारीख को ही निवृत्ति की जाये।
- लिमिटेड ट्रांसफर फैसिलिटी को रिलाक्स किया जाये।
- कमेटी सुझाव देती है कि Rule 3A और (ii) में बदलाव कर वेतन मान और वेतन निर्धारण करे।

कमेटी सुझाव देती है कि कम से कम ड्यूटी GDS के लिए 3 घंटे से बढ़ाकर 4 घंटे करे।

कम्पेरिजन BPM के लिए पोस्टमैन

कम्पेरिजन Asst. BPM & Dak Sevak के लिए MTS.

यह सुझाव गलत है। FNPO तथा NUGDS द्वारा इसके विरोध में अच्छे सुझाव विभाग को सुपूद किये हैं।

## अलाउंसमेंस

1. महंगाई भत्ता जैसे थे।
2. कम्पोजीट अलाउंस
3. केश कन्वेस अलाउंस
4. कबाइंड ड्यूटी अलाउंस
5. चिल्ड्रेन एज्युकेशन अलाउंस
6. रिस्क और हार्डशिप अलाउंस
7. रेवेन्यू लिंकड अलाउंस ऐलीजीबल BPM के लिए

## अलाउंस रद्द करने की सिफारिश की गयी

1. आफिस मेटेनेंस अलाउंस
2. फिक्सड स्टेशनरी अलाउंस
3. बोट अलाउंस
4. साइकिल मेटेनेंस अलाउंस
5. उत्तराखंड अलाउंस
6. स्पिल्ट ड्यूटी अलाउंस

मित्रो, श्री कमलेश चंद्रा, चेयरमैन, GDS कमेटी ने GDS को न्याय देने का प्रयत्न किया है अब सरकार की बारी है देखें सरकार हमारे साथ क्या न्याय करती है। यदि सरकार ने यह रिपोर्ट शत-प्रतिशत स्वीकार की तो हम समझेंगे कि यह सरकार सच में गरीबों की सरकार है। हम आशावादी हैं।

- टी.एन. रहाटे, जनरल सेक्रेटरी

---

---

## **NJCM Meeting with Ministers**

No. NJCA/2016

Dated July 1, 2016

Dear Comrades!

We are to inform you that the NJCA had a discussion with the Government of India yesterday, i.e. 30.06.2016 over certain demands contained in our Charter of Demands. In the meeting, following ministers were present -

**Shri Rajnath Singh, Hon'ble Home Minister**  
**Shri Arun Jaitley, Hon'ble Finance Minister**  
**Shri Suresh Prabhakar Prabhu, Hon'ble Railway Minister**  
**Shri Manoj Sinha, Hon'ble MoSR**

On behalf of the NJCA, the following participate in in the discussion -

**Shri Shiva Gopal Mishra, Convener NJCA**  
**Shri M. Raghavaiah, Chairman NJCA**  
**Shri K.K.N. Kutty, Member NJCA**  
**Shri C. Srikumar, Member NJCA**

The government has proposed to refer the issue of **Minimum Wage and Fitment Formula** to a Committee for reconsideration.

The NJCA will await communication in this regard from the government

The NJCA will again meet on 6th July at 11.00 hrs., in JCM Office, 13-C, Ferozshah Road, New Delhi for taking appropriate decision.

With Fraternal Greetings!

Comradely yours,



(Shiva Gopal Mishra)  
Convener

---

---

## Press Release

---

*NJCA*  
***National Joint Council of Action***  
4, State Entry Road, New Delhi-110055

No.NJC/2016/7th CPC

July 6 2016

PRESS STATEMENT

The National Joint Council of Action (NJCA) met at the Staff Side Office, JCM, New Delhi today at 11.30 am as scheduled. During the discussion, the Convener received an invitation from the Honourable Home Minister, Shri Rajnath Singh. The following members of the NJCA met the Home Minister in a delegation.

1. Dr. M. Raghaviah (NFIR), 2. Shiva Gopal Mishra (AIRF), 3. Rakhal Dasgupta (AIRF),
4. Guman Singh (NFIR), 5. K.K.N. Kutty \*Confederation), 6. C. Srikumar (AIDEF), 7. M. Krishnan (Confederation), 8. Ashok Singh (NDWF), 9. R. Srinivasan (INDWF), 10. M.S. Raja (Confederation),
11. JR Bhosale (AIRF), 12. Bhatnagar (NFIR), 13. R.N. Parashar (NFPE), 14. Giriraj Singh (NFPE),
15. Satish Chander (FNPO), 16. B. Shiva Kumar (FNPO), 17. N. Kannaiah (AIRF).

The issues in the Charter of Demands were discussed with special reference to the 7th CPC related demands. The delegation brought to the notice of the Honourable Home Minister that the NJCA has not received a communication from the Government over the assurances held out on 30th June, 2016, when the NJCA delegation met the Honourable Home Minister, Finance Minister and the Railway Ministers. On 30th June, 2016, the Government had assured to refer the revision of Minimum wage and fitment formula to a Committee. The Finance Minister had also clarified that the Government has taken the decision to implement the recommendation of the 7th CPC to bring about parity between the past and present pensioners. They added that such a communication in confirmation of the assurances will enable them to take a decision over the strike action which is to commence from 11th July, 2016. The Honourable Home Minister assured the delegation that the Government will honour the assurances held out to the NJCA leaders on 10th June, 2016 and accordingly the Honourable Finance Minister, Shri Arun Jaitley will issue a Press Statement today, with copy to NJCA.

Accordingly, the NJCA has received the Press communique issued by the Honourable Finance Minister today. The Committee set up to look into the matter of minimum wage and fitment formula is expected to submit their report to the Government in the given time frame of not more than four months. In view of these developments, the indefinite strike call which is to commence from 11th July, 2016 is deferred till the Committee finalises its report.

---

---

The NJCA congratulates all affiliates, their units and branches for their strenuous efforts in mobilizing the workers under the banner of NJCA and keeping the unity and strength of the Central Government.

The NJCA congratulates all affiliates, their units and branches for their strenuous efforts in mobilizing the workers under the banner of NJCA and keeping the unity and strength of the Central Government employees intact. The NJCA takes this opportunity to assure all that it would be its endeavour to ensure that a decent and satisfactory settlement is brought about on all 11 point Charter of Demands.

The NJCA particularly notes that the Government has set up a separate Committee for reviewing the New Pension Scheme, which has been a matter of concern to all employees and workers who are recruited to Government service after 1.1.2014.

The NJCA expresses its gratitude to all the members of Public Print and Electronic Media for the support they had extended to the Central Government Employees.

Sd/- M. Raghaviah (NFIR)	Sd/- Shiva Gopal Mishra (AIRF)	
Sd/- C. Srikumar (AIDEF)	Sd/- R. Srinivasan (INDWF)	Sd/- M. Krishnan (Confederation of CGE & W)
Sd/- R.N. Parashar (NFPE)	Sd/- B. Shivkumar (FNPO)	

---

**The Press Release by the Government is reproduced below:**

Press Information Bureau  
Government of India  
Ministry of Finance

06 July, 2016 20:50 IST

Government assures Representatives of Unions representing employees of the Central Government that the issues raised by them relating to pay scales and other recommendations of the 7th Pay Commission would be considered by a High Level Committee.

Representatives of Unions representing employees of the Central Government had met the Home Minister Shri Rajnath Singh, the Finance Minister Shri Arun Jaitley and the Minister for Railways Shri Suresh Prabhu in the evening of 30th June, 2016.

They had requested that certain issues raised by them in relation to the pay scales and other recommendations of the Pay Commission be allowed to be raised before a Committee of Secretaries looking into different aspects of grievances of employees in relation to the Pay Commission recommendations. The Ministers assured the Union leaders that the issues raised by them would be considered by a High Level Committee.



---

## **GS NUPE and SG FNPO Meeting with Chairman GDS Committee on 30-9-2016**

---

Dated 30-9-2016 Shri D. Theagarajan, Secretary General, FNPO, Shri T.N. Rahate, President FNPO and General Secretary, NUPE Postman & MTS, Shri P.U. Muralidharan, NU GDS General Secretary and Dy. General Secretary of NU GDS met with Chairman GDS Committee during the meeting Secretary GDS Committee was also present.



The following points were discussed -

1. GDS pay shall be fixed by multiplying by 3.25 factor.
2. Gratuity as per the provisions of Gratuity act 1972 has to be paid to the GDS on discharge.
3. The present pension scheme is not at all attractive or beneficial to the GDS. GDS should be allowed to join NPS.
4. Provisioning of medical facilities to the GDS.
5. 10% reservation in PA cadre during recruitment.
6. Maternity grant for women GDS.
7. Rationalisation of categories of GDS staff.
8. Assessment of workload of GDS post through point system.
9. Uniform TRCA.
10. Incentive for works over uniform TRCA.
11. Improving accommodation for Branch Post Office.
12. RMS GDS should be observed as MTS in one time measure.

Dated 30-9-2016 Shri T.N. Rahate, President FNPO and General Secretary, NUPE Postman & MTS, Shri D. Theagarajan, Secretary General, FNPO, Shri P.U. Muralidharan, NU GDS General Secretary and Dy. General Secretary of NU GDS met the following Officers Chairman Postal Board, Director General and DDG (Est.).

The following Items were discussed -

1. Not abolition of Postman and MTS Vacant Post of Years 2005 to 2008.
2. Postman, MTS Recruitment earlier examination: in which Vigilance Inquiry found irregularities (for example Maharashtra Circle).
3. Change in the Recruitment Rules of Postman and MTS and all the Postman and MTS Vacant Posts were filled up from MTS, GDS and Casual Labourers.
4. Application of Provision of Para-5 of Annexure of OM on MACPs in case of officials covered by TBOP/BCR/ACP Schemes vis-a-vis Para 6.2 of Annexure to OM on MACPs dated 18-9-2009. Director Order No. 1-20/2008-PCC dated 4 November 2013 and Clarification Order No. 1-9/2014-PCC dated 1-5-2015 but not implemented till date.

We therefore request that please issue necessary instructions/clarification to all Head of the Circles and particularly to the CPMG, Maharashtra Circle for implementation of Orders for Application of MTS, Postman, Mailguards and Promote PA Cadres.

### **Outcome of the Meeting**

**GDS Bonus:** GDS Committee recommended revision of Bonus Ceiling from 3500 to 7000 as in the case Departmental Employees DDG sent the file to JS & FA for approval after this it will go to Chairman Postal Board for final approval let us hope for the best.

**Cadre Restructuring for RMS, Circle Office and SBCO :** File has been sent for approval to the Communication Minister.

**MMS Cadre Restructuring :** DOP&T raised some doubts this will be cleared by the Department next week.

**Postman MTS Recruitment :** Department decided to cancel (in which Vigilance Enquiry found Irregularities - For example Maharashtra Circle) the earlier examination, final decision has to be taken.

---

---

## **Implementation of Kamlesh Chandra Committee Report on GDS**

**The Postal Board has initiated the process for implementation of  
Kamlesh Chandra Committee Report on GDS.**

**A Six member officers committee is constituted to examine the Report  
and submit its recommendations for implementation of the Report.**

Dear Colleagues,

The Postal Board has initiated the process for implementation of Kamlesh Chandra Committee Report on GDS. A Six member officers committee is constituted to examine the Report and submit its recommendations for implementation of the Report. The following are the Chairman and Members of the Committee.

- |    |   |   |                 |
|----|---|---|-----------------|
| 1. | <b>Shri Tilak De, Member (T)</b>            | - | <b>Chairman</b> |
| 2. | Shri B. Chandrasekhar, Chief PMG Telangana  | - | Member          |
| 3. | Shri S. R. Meena, Chief PMG, Gujarat Circle | - | Member          |
| 4. | Shri A. K. Roy, DDG (RB)                    | - | Member          |
| 5. | Ms. Smriti Saran, DDG (Estt)                | - | Member          |
| 6. | Shri. Hari Govind Dhakad, Director (T&C)    | - | Member          |

The Committee invited Federations/Unions for discussion for presenting their views and suggestions, regarding the recommendations of Kamlesh Chandra Committee. Dated 17.03.2017 **Shri. D.Theagarajan, Secretary General, FNPO and Shri.P.U Murlidharan General Secretary NUGDS** held discussion with the Committee. A detailed the views and suggestions was also presented to the committee. Both leaders requested early implementation of the positive recommendations of the Committee at least before 30.04.2017. Chairman and Members of the Committee. assured that speedy action will be taken in this regard.

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/DC/JCM/2015

Date : 21-07-2015

To,

Shri Girirajji Singh,  
Secretary Staff Side, D.C.,  
JCM

**Subject : Agenda Items for forthcoming DC JCM Meeting**

Respected Sir,

I am giving following important items which are requested to be included in agenda items for forthcoming DC JCM Meeting.

**1) Item No./DC/1/15 - To create new additional postman post and increase atleast 20,000 to 25,000 number of postman in India Post:**

The number of postman are according to the **1975 to 1979 norms** and population. But now **the population of India has increased manifold** but (DOPT Order in last 8 years) **2/3 number of postman post has been abolished.**

After 1975 and 1979 the population of India has increased, **metro cities have developed**, new complexes of **7, 9, 11, 17 to 36 storied buildings** and **new sky-high buildings** are being constructed. **India is now on the verge of touching the sky.**

**The number of Corporators** in Municipal Corporation **has increased**, the number of **MLA's** in State Assembly and the number of **MPs** in the Parliament **has increased**, the number of **Circles has increased from 18 Circle to 23 Circles**; but the **number Postman has not increased.**

It is true that the number of **ordinary mails has decreased** but the business of **envelopes, SPL, R.L., EMO, E-Parcel and other business has increased day-by-day.** And the 6th CPC has given 60 minutes for computer data entry work, this 60 minutes should be included in Time Factor in Revision cases. A separate Order is required in this regard.

Therefore the Union demands that permission should be taken from the **Finance Minister to create new additional postman post** and fill them and to **increase atleast 20,000 to 25,000 Postman.**

If the number of postman are increased then alongwith the delivery work they can also do the work of **RPLI, PLI, RD, Sukanya Account and Mail Pick Up.**

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)

**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/DC/JCM/2015

Date : 21-07-2015

- 2 -

**2) Item No./DC/2/15 - Non-Implementation of CGM (MB) Order - Case of all Circles :**

CGM (MB) had issued Orders to all the Circle Head to measure the walk of every Postman in every Postman Beat to make new revision case. The CGM (MB) had instructed to send information to DG regarding the number of **additional justified postman post**.

The Order was issued **when Shri S.K. Sinhaji was CGM (MB), now Member Postal Board** but till date the Order has not been implemented. So it is requested to **please issue strict guidelines to implement this Order as soon as possible**.

**3) Item No./DC/3/15 - Recruitment of Postmen & MTS through GDS, Casual Labourer, (MTS Group D) Staff Only. Through Examination and Seniority-cum-fitness :**

Since last few years, the exams for recruitment of **Postmen** and MTS Staff are conducted by outsourced private agency **M/s CMC Limited**. However, there are many loop holes in the procedure of recruitment followed by the agency. A number of malpractices and **dummy candidate** are observed while conduct of these recruitments by the said outsourced agency and in many cases the whole recruitment is **challenged in the court of law, VO and Policy Enquiry**. As a result, recruitment of Postmen and MTS Staff is totally stopped which has increased the work load on existing staff and also resulted in hampered delivery. For this purpose, recruitment of Postmen and MTS Staff is suggested to be carried out only through GDS Staff. Also, the exams for these recruitments through GDS Casual Labourer & (MTS Group D) Staff, the exams should be conducted by department itself.

**Expected modifications for recruitment of Postmen are :** Out of total vacancies, 50% quota should reserved for promotion of MTS Staff to Postmen (through exam), 25% quota should be reserved for GDS Staff through open exams and balance 25% quota which is presently reserved for Direct Recruitment through exam should be diverted only for GDS Staff on Fitness cum Seniority Basis as the GDS Staff are not departmental employees. And recruitment of GDS Staff against this quota is same as direct recruitment. Also, the unfilled quota from 50% reserved for MTS to Postmen remains unfilled due to many reasons which in future is diverted to direct recruitment. This unfilled quota of MTS to Postmen should also be diverted to recruitment from GDS Staff.

**Expected modifications for recruitment of MTS are :** Out of total vacancies 50% quota should be reserved for GDS Staff through exam, 25 % quota should be reserved for GDS Staff through Seniority cum Fitness Basis and the balance 25% quota should be reserved for casual labourers. In case, where casual labourers are not available, this 25% quota should be diverted to GDS Staff.

---

---

**U.N.I.****F.N.P.O.****I.N.T.U.C****NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
Central Head Quarters, Delhi-110 054

---

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

---

Ref. No.: NU/P-IV/DC/JCM/2015

Date : 21-07-2015

- 3 -

**4) Item No./DC/4/15 - Minor Changes in Postman Remarks for Returned Articles Speed Post & Register and all Accountable Articles:**

While taking returns of postman for registered articles in **Meghdoot Postman** Module, when the reason for return is taken as “**Not Known**”, the same article is kept in deposit, by default. The remark of “Not Known” is passed by the postman when the person named on the article is not available on the given address. In such cases, the article should be returned to sender which the present **Meghdoot Postman Module keeps in deposit**. This should be modified so as to the article with “**Not Known Returned to Sender**” remark should go to despatch. Further, where the address is correct but the recipient is not available, the remarks of “**Absent**” or “**First Intimation**” are necessary and the same are not available in the module which are essential to be provided.

Also, in Speednet Module, common remark “**Addressee Moved**” is given for redirected articles as well as left address articles. It is necessary to provide separate remarks for articles of redirection and articles of left address. At present, there is only “**Left India**” remark is available for returns of speed post articles.

Since, the modifications cannot be made locally, necessary action for modification is expected at appropriate level.

**5) Item No./DC/5/15 - Delegation of Powers of Limited Transfers of GDS Staff to PMG:**

At present, the powers of Limited Transfers of GDS Staff are with the CPMGs. Due to such centralized powers, GDS Employees posted in remote areas from their native place face many problems when they seek transfers near to their native place. Further, the conditions for Transfers of GDS Staff required to be relaxed. And the powers of limited transfers of GDS Staff should be delegated to Regional PMGs for within Region Transfer only. The condition of three years service for transfer of GDS Employees appointed on compassionate ground needs to be removed.

**6) Item No./DC/6/15 - Revision of Eligibility for MTS to (PA-SA) LGO Examination - Reduce 5 years to 3 years:**

As per present provisions, minimum service criteria for appearing in the LGO for MTS to PA is 5 years of service. This criteria of length of service is to be modified and **reduced to 3 years at par with Postman to PA**.

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
Central Head Quarters, Delhi-110 054

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

Ref. No.: NU/P-IV/DC/JCM/2015

Date : 21-07-2015

- 4 -

**7) Item No./DC/7/15 - Grant of Mobile Bill Allowance to Mail Overseers:**

Mail Overseers have to collect various urgent information relating to business development through telephonically. Also they have to convey messages of higher authorities to GDS Staff through phone. However, no any additional payment is granted to these mail overseers for meeting of expenses on mobile bills. Hence, some provision for grant of mobile bill allowance to mail overseers is necessary to be made.

**8) Item No./DC/8/15 - Adoption of CGHS Rates revised in the year 2014:**

At present, CGHS rates applicable to departmental employees are finalized in the year 2010. In the year 2014, Ministry of Health of Government of India has revised the rates applicable to employees covered under CGHS and CSMA Rule 1942. However, Department of Posts has not applied the revised rate structure as per year 2014, till date. Due to presently applied rates of 2010 being very low, hospitals do not show much interest in providing services to staff covered under CGHS. So, it is very necessary to get the revised CGHS Rates in the year 2014 adopted by DOP.

**9) Item No./DC/9/15 - Reversion to Post Master Cadre to General Line Cadre:**

At present, many of the post master cadre officials are not willing to continue with their cadre due to various reasons such as no permission to appear for the LDCEs for the posts of Inspector of Posts as well as PSS Group B. Also they are not getting the vacant posts of General Line LSG/HSG II Supervisors. Hence, many of these officials are willing to revert for their parent general line. So, one time voluntary reversion to such officials should be given as a natural justice.

**10) Old Items - Item No./DC/10/15 - Request for modification in DG Order No. DG P&T No. 31-38/79-PE-I dated 22-5-1979 :**

According to this Order the Time Factor allowed to Postmen for delivery of article is walk distance calculated for main road, cross road upto main gate of building, but while measuring the beat of Postman this distance is also not taken into account.

There is no increase in **Time Factor for unregistered articles**, instead Time Factor has been reduced for delivery of unregistered articles.

Order DG P&T No. 31-38/79-PE-I dated 22-5-1979 = distance travelled means distance covered on the main road; **lanes and by-lanes**. Distance covered for entering various houses and multi-storey buildings is **included** in the time factor for delivery of articles (DG P&T No. 31-38/79-PE-I dated 22-5-1979).

U.N.I.

F.N.P.O.

I.N.T.U.C

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
Central Head Quarters, Delhi-110 054

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

Ref. No.: NU/P-IV/DC/JCM/2015

Date : 21-07-2015

- 5 -

**The above Orders of dated 22-05-1979 may be modified as -**

Distance travelled means distance covered on the main road; lanes and by-lanes, for entering various houses, multi-storied buildings and door-to-door (Article delivery point) should be measured in time factor as footwalk **excluding** time factor of delivery of articles.

There is vast change from **1979 to 2015** regarding construction of multistoried buildings and malls. **India is now on the verge of touching the sky.** Union request that necessary modification may be Ordered while measuring the Postman Beat. The walk should be **calculated actually to the door step** of address or upto Post Boxes installed in premises of the building, ample correspondence has already been made in this regard.

Sir, the 6th CPC has given 60 minutes for computer data entry work, this 60 minutes should be included in Time Factor in Revision cases. So it is requested to please issue a separate Order in this regard.

Sir, the total time factor should be calculated on the basis of (Total Article Time Factor + Postman Total Walk Time Factor + 60 minutes for computer work Time Factor should be divided by 450 minutes which will result in number of Postman justification.

$$\begin{aligned} & \text{Total Article Time Factor (Minutes)} \\ + & \text{Postman Total Beat Walk Time Factor (Minutes)} \\ + & \text{60 minutes for computer work Time Factor} \\ = & \text{Total Minutes (Time Factor)} \\ & \frac{\text{Total Minutes}}{450 \text{ Minutes}} = \text{Number of Postman Justification.} \end{aligned}$$

Please issue a separate full and clear Order in this regard.


It is sincerely requested to take up the aforesaid issues on the agenda of forthcoming DC JCM for discussion.

With regards,  
Thanking you,

Yours Sincerely

- CC for information and necessary action
1. Secretary (P), Department of Posts,  
Dak Bhawan, New Delhi-110001
  2. Secretary General, FNPO

(T.N. RAHATE)  
General Secretary and Member DC JCM

  
(T.N. RAHATE)  
General Secretary and  
Member DC JCM

---

---

**D.C. JCM Meeting was held on 20-12-2016**  
**Postman, MTS and Allied Cadres items were discussed**

The details of the items are given below

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


No. 06/03/2015-SR

Dated : 30th November, 2016

Subject : Notice for the next Departmental Council (JCM) Meeting in the Department of Posts.

The meeting of the Departmental Council (JCM) will be held on **20-12-2016** at 11.00 A.M. under the Chairmanship of Secretary (Posts) in G.P. Roy Committee Room, 2nd Floor, Dak Bhawan, New Delhi.

Please make it convenient to attend the meeting. The meeting will be followed by lunch.



(K. Mathivanan)  
Director (SR & Legal)

Staff Side :

1. Shri R.N. Parashar
2. **Shri D. Theagarajan**
3. Shri Giri Raj Singh
4. **Shri D. Krishna Rao**
5. Shri P. Suresh
6. **Shri T.N. Rahate**
7. Shri J. Ramamurthy
8. Ms. R. Seethalakshmi
9. Shri Subhash Chakravarthy
10. Shri Pranab Bhattacharjee
11. Shri T. Satyanarayana
12. **Shri N. Ramappa**
13. Shri P.K. Muralidharan
14. Shri Dharam Pal Sharma
15. Shri Shivkant Mishra

Copy for information to:

1. Sr. PPS to Secretary (Posts)
2. PPS to Member (P)
3. PPS to DDG (SR & Legal)

Copy for necessary action to:

- (i) ADG (GA) - For booking the Committee Room and arrangements of Tea/Coffee/Snacks and Lunch, through CPLO. Exact number of persons and Menu etc. will be intimated later.
- (ii) Caretaker - To ensure cleanliness of Committee Room and arrange flower vase etc.
- (iii) A.E. (Elect) - for ensuring functioning of Mikes etc.



**No. 06/03/2015-SR**  
**Government of India**  
**Ministry of Communications**  
**Department of Posts**  
**(SR Section)**

\*\*\*\*\*

Dated: 1st March, 2017

**Subject: Meeting of the Departmental Council (JCM) held on 20.12.2016 under the chairpersonship of Secretary (Posts) in the Department of Posts – Minutes - regarding.**

Kindly find enclosed the Minutes of the meeting of the Departmental Council (JCM) held on 20.12.2016 under the Chairpersonship of Secretary (Posts) in G.P. Roy Committee Room, 2nd Floor, Dak Bhawan, New Delhi.

-Sd/-

(K. Mathivanan)

Director (SR & Legal)

**Leader (Staff Side)**

**Minutes of the Departmental Council (JCM) meeting held on 20.12.2016 under the Chairpersonship of Secretary (Posts)**

The meeting of the JCM (DC) was held on 20.12.2016 under the chairpersonship of Secretary (Posts) in G.P. Roy Committee Room, Dak Bhawan, New Delhi. A list of participants is annexed.

Secretary (Posts) welcomed the members followed by Shri R.N. Parashar, Leader, Staff Side thanking the Department for convening this meeting. Thereafter, discussions commenced on agenda items and after detailed deliberations on each point, following decisions were taken:-

S.No.	Item No.	Agenda Item	Brief/Status of discussion
1.	1.	<b>Problems with the accounts Modules - request immediate action to rectify the problems.</b> After the modernization, there is no change in the Accounts modules and the staff is facing many problems and the following are the very fewest. Computation of Income Tax could not be done correctly in the Accounts modules. There is no provision to directly modify the service tax amount in the modules other than deleting and making new entries. Even after the modernization, the officials are directed to maintain manual records which	Computation of Income Tax in Pay roll module has been designed according to Income Tax Act. Unless it is specified where the Computation has not been done correctly, further comments in this regard could not be offered. 1. SAP is the system where any correction or overlapping of any entry is not possible. If anything has to be modified, the original entry has to be reversed and the required entry has to be passed. 2. The full integration of CSI software has not yet been taken place. Until then, it is necessary to maintain the manual records.

		<p>causes duplication of work. The offices rolled out in McCamish are accepting premium still in Meghdoot which causes repeated data entry and uploading of schedules. It is requested to cause appropriate action.</p>	<p>3. The McCamish system is not yet integrated with CSI software. Once the Integration takes place, the entries will be fed into McCamish. Hence it was informed that only when wrong data is fed it is not computed correctly.</p> <p>No further action. Item can be closed.</p>
2.	2.	<p><b>Withdrawal of all disciplinary proceedings against - DDOs and APM Accounts due to excess drawal of salary to the Postmen on fixation of pay after the Fifth Pay Commission.</b> Consequent upon the dismissal of SLP filed against the grant of increments and pay fixation ordered by the principal CAT Delhi filed by the All India Postal Employees Union Postmen &amp; MTS CHQ, all the Postmen belonging to that Union are being entitled for re fixation of pay with effect from 1.1.1996. As such the recovery already initiated from the officials as well as from the APM Accounts etc. become null and void. Similarly, the disciplinary proceedings initiated against several officials become unjustified and liable to be withdrawn. This will alone provide the natural justice to the aggrieved officials. It is requested to cause appropriate orders and render justice to the aggrieved officials.</p>	<p>As the Disciplinary Proceedings' are quasi-judicial in nature, no instructions can be issued by the Postal Directorate for withdrawal of the same. Disciplinary Proceedings are initiated by the Competent Disciplinary Authorities in accordance with the existing Rules issued on the subject. Moreover, statutory channels are already available for the officials for redressal of their grievances which might arise on culmination of disciplinary proceedings in form of review, appeal and petitions.</p> <p>No further action, item can be closed.</p>
3.	3.	<p><b>Grant of Incentive for acquiring fresh higher qualification - reg.</b> In accordance with DOPT OM No. 1/2/89-Estt (Pay-I) dated 09.04.1999, lumpsum grant on acquiring fresh qualifications has been provided. The main condition is that the acquisition of the qualification should be directly related to the functions of the Post held by him/her or to the functions to be performed in the next higher Post and there should be a direct nexus between the functions of the Post and the qualification acquired and that it should contribute to the efficiency of the government servant. It is relevant that the computer and other technical qualifications acquired by the Postal Assistants will become under the purview of grant of lump sum incentive. The Computer qualifications acquired by the system administrators as well as Postal Assistants will be beneficial to the Department in the present trend of technological induction to a great extent and there is a visible nexus between the</p>	<p>As regards to the grant of lump sum incentive on acquiring higher qualification related to the computer science / computer applications to the system administrator PA/SA is concerned, it is already there under Serial 4 to 7 of annexure to DOP&amp;T OM No. 1/2/989-Estt.(Pay 1) dated 09/04/1999. However, the above instructions will be reiterated.</p> <p>No further action, item can be closed.</p>

		computer qualification and the duties of system administrators as well as PA/SA Cadre. Hence it is requested to cause instructions to grant lumpsum incentive for the Postal Assistants/Sorting Assistants, those acquiring Computer qualifications.	
4.	4.	<p><b>Non supply of Postage stamps and stationeries to Post Offices - reg.</b></p> <p>Nowadays the Postage stamps and stationeries are in either scarce or unavailable. Especially smaller denominations are not being supplied to Rural Post Offices/Branch Offices resulting the village customers in trouble and losing faith on Post Offices. It is a fact that the franking machines are not yet supplied to all Rural Post Offices and for ordinary Postal articles hailing from rural side need, Postage stamps. The following are the immediate requirements of the rural public and the Post Offices to avoid dissatisfaction/disappointment and resentment among the rural mass apart from the declining of Postage revenue and traffic.</p> <p>(i) Supply of all denominations of Postage stamps and stationeries to all Post offices to enable to public to Post their ordinary letters hassle free and without inconvenience.</p> <p>(ii) To evolve a method of paying Postage for ordinary letters through MPCM or other means where no franking machine is supplied.</p> <p>It is requested to afford immediate attention to arrange supply of Postage and stationeries to all Post offices in a war foot manner.</p>	<p>Sufficient stock of the definitive stamps of all denominations and stationeries is available in the CSDs for further supply to post offices in accordance with the existing practices. However, a letter has also been sent to all the CSDs to ensure the availability of all the postage stamps and stationeries in all Rural post offices/Branch offices through them to avoid any inconvenience to the public.</p> <p>No action pending. Item can be closed.</p>
5.	6.	<p><b>Issue of Departmental Identity Cards to all Staff, including GDS - Reg.</b></p> <p>Present days, the necessity of proving identity is predominantly increasing in all walks of life. In several departments, the staff are having their departmental identity cards and using with prestige. The employees of the Department of Posts scattered throughout the nation deserve to have departmental ID to use it on travel, visit, tours and on off campus duties etc. It is requested to cause action to provide a departmental Identity card with photo to all the staff of the Department which is very purposeful.</p>	<p>Instructions regarding supply of ID cards to the ED Agents now GDS had been issued vide DG Post Letter No. 1-2/86-PF (PT) Vol. 1 dated 1-9-1992. Head of Circles were directed to take further necessary action at their end after observing the prescribed procedure within their financial powers. Hence no further action is required to be taken at Directorate level.</p> <p>Item can be closed.</p>
6.	7.	<p><b>Filling up of Senior Postmaster vacancies with Postmaster Grade III - reg.</b></p> <p>By invoking the extant Postmaster cadre recruitment rules, the Postmaster Grades I, II &amp; III have been created by initial constitution</p>	<p>Seniority list of Postmaster Grade-III is under process in SPN Branch. As soon as it is finalized, SPG Section will be provided a copy for further action for promotion to Sr. Postmaster.</p>

		and subsequently the vacant posts have been filled up by promotion as envisaged in the above RRs. But the Senior Postmaster Cadre as prescribed in the above RR is neither created under the initial constitution nor filled up by promotion. The denial of Promotion to Postmaster Grade III officials having two year of service in that Grade including HSG I service causes concern. If the initial constitution of Senior Postmaster Grade is pending due to any court case, etc. it will in no way encumber the probability of filling all the posts under officiating arrangements from the existing Postmaster Grade III officials' in consonance with the extant Postmaster Cadre Recruitment Rules. It is requested to fill up the promotional quota on a regular basis and the remaining posts any may kindly be allowed for Postmaster Grade III officials under officiating arrangements.	Senior Postmaster cadre will be functional only after notification of Revised RRs of PS Group 'B' Cadre thereby giving effect of carving out of 116 posts from PS Group 'B' Cadre for Sr. Postmaster Cadre. The revised RRs are under consideration with UPSC. Further, as directed by UPSC, the DOP&T has been re-consulted on a query raised by the UPSC. Once the revised RRs are approved by the UPSC, the same will be referred to the Ministry of Law & Justice for legal vetting before notifying the same in the Gazettee of India.
7.	8.	<p><b>Hardships to female trainees deputed for in service training to PTC Mysore.</b></p> <p>The lady trainees deputed for in service training to PTC Mysore from other Circles are facing much difficulty in their stay, food etc. The following are the main issues faced by them.</p> <p>Lady trainees are compelled to stay 2 kms away from the campus.</p> <p>Due to non-availability of sufficient space in the PTC hostel Lady Trainees are directed to stay in hotel rooms (Hotel Sandhesh) which is far away from the PTC.</p> <p>The hotel rooms are not at all fit for the comfortable stay of the lady trainees. There are no proper security measures, Toilets are not secure. No proper locking arrangements.</p> <p>Rooms are totally unhygienic. There is a disturbance of mosquitos' bed bugs and other creatures.</p> <p>Two kms journey to campus for taking food including dinner. Very difficult for night journey. No vehicle provided for conveyance.</p> <p>The trainees from distant places hailing from different states may kindly be facilitated by accommodating in the PTC premises itself to avoid hardships to meet out to the trainees.</p>	Construction of a separate ladies hostel at PTC, Mysore has been approved by the competent authority with the schedule of accommodation for an area of 906 sq.m. The problems will be mitigated once the construction of separate ladies hostel building is completed. Meanwhile, alternate arrangements have been made by PTC Mysuru.
8.	9.	<p><b>Mismatch of PA Vacancies resulting acute shortage of Postal Assistants on Postal Division.</b></p> <p>Ref: - Minutes of the JCM (DC) held on 16.12.2014 S/No. 31 - Item No. 26. There is acute shortage of Postal Assistants despite of annual recruitments. Logically there would not</p>	Vide letter No. 04-05/2015-SPB-I dated 16/10/2015, total 5102 DR quota vacancies of PA/SA cadre have been reported to SSC for conducting the examination. SSC has conducted the examination in November/December 2015. Final result of the examination is expected in next 3-4 months. Thereafter

		<p>be a huge difference other than the vacancies in the intervening period arisen out of death, Voluntary Retirement Disciplinary actions Rule 38 etc. on completion of every recruitment process. But in reality in many divisions especially in Tamilnadu UP, Karnataka Circles in the ADR plan the actual vacancies are not reflected and resultantly there is a permanent arithmetic difference between the sanctioned strength and the working strength. The following are some of the reasons of such shortage that need to be reconciled.</p> <p>In the sanctioned strength the Leave Reserve component of 10% might not have been taken into account for recruitment process by Divisional Heads.</p> <p>The sanctioned staff strength might not have been correctly assessed added by 10% for LR purpose to assess the correct sanctioned strength.</p> <p>The chain of vacancies right from HSG-I to LSG, PM Grade III to PM Grade I, Departmental Quota of IP vacancies etc. are to be added in the PA vacancies while preparing ADR plan and DPC.</p> <p>There may be omission of carrying forward the unfilled vacancies of the previous recruitments/ DPCs.</p> <p>It was replied in the minutes of the JCM that Instructions would be reiterated regarding method of calculating vacancies and the same is yet to materialize. One time exercise shall be executed to arrive the exact vacancies by working out the difference between the sanctioned strength and the working strength which includes the officiating posts etc.</p> <p>It is requested to cause instructions to all recruiting units to wipe out the differences between the sanctioned strength and working strength at the earliest.</p>	<p>candidates will be available for allotment to Circles.</p> <p>Information has been sought from all the Postal Circles. So far 17 Circles have furnished their inputs and response from 5 circles is still awaited. However majority of the Circles have intimated that there is no improper calculation of PA/SA vacancies. In the sanctioned strength, the leave reserve component of 10% has been taken into account for recruitment process.</p> <p>However shall again write to concerned Circles.</p>
9.	10.	<p><b>Grant of Incentive &amp; Commission on PLI Business to Working Staff par with Agents &amp; field officers - reg.</b></p> <p>The Incentive on PLI/RPLI procurement and commission on PLI/RPLI premium are being paid with different yardsticks for PLI/RPLI Agents, Field officers and working staff/ Development officers. There is a different in the incentive on the business procured among these categories whereas the commission on premium is denied for the development officers and working staff. The Development officers are expected to procure a base business and</p>	<p>Procurement and renewal incentive structure of all the categories of PLI sales force has been modified and made uniform as per decision of Postal Services Board taken in its 6th meeting on 06-07-2016. Necessary modifications in the Core Insurance Solution based on revised rates is being carried out.</p> <p>As far as RPLI incentive structure is concerned, it is already same for all category of RPLI sales force.</p> <p>Further, necessary modifications have been</p>

		beyond that they are eligible for procurement incentive. The working staff are doing their PLI/RPLI agency activity only after their working hours. Hence, it is requested to treat the working staff/ Development officers' par with field officers/ Agents for payment of Commission on the premium.	made in the system to generate and pay the incentive upto 31st July, 2016. Several Circles have already generated and paid the incentive due upto July 2016.  No further action. Item can be closed.
10.	11.	<b>Enhancement the amount of immediate death relief from welfare fund.</b> A kind reference is invited to the DOP letter No. 1-01/2009-WL/Sports (vol-II) dated 19.03.2013. Under item No. 4, the Enhancement of immediate death relief for Postal employees from existing amount of Rs.7000/- to the revised amount of Rs. 10,000/- in respect of death due to accident while on duty is ordered. The death relief is purported to be granted for funeral expenditure. Considering the increased cost among other things, the amount of immediate death relief may kindly be arranged to enhance as Rs. 10000/- for normal death cases also.	The proposal for enhancement of the amount of immediate death relief from Welfare Fund from Rs.7000/- to Rs.10,000/- in normal death cases will be included in the agenda for the 12th meeting of the Postal Services Staff Welfare Board. No further action. Item can be closed.
11.	12.	<b>Filling up of Post of wireman/workman – reg.</b> The vacant Wireman/workman posts are not taken into account while assessing the vacancies for the recruitment for a long time and the posts have not been filled up yet. There are lot of vacancies due to promotion, retirement and death. It is therefore requested to cause instructions to all concerned to fill up all such vacant wireman/workman posts at least at the time of filling up of Postman/MTS vacancies in the current process.	The field units had already been requested to examine the matter and take suitable action vide letter dated 06-01-2016 and 17-11-2016.  No further action. Item can be closed.
12.	13.	<b>Counting of periods of adhoc promotion / officiating for increment – reg.</b> It is clarified by the Department of Personnel & Training vide DOPT OM No. 19/2/2013-Estt (Pay-I) dated 12.12.2013 that the broken spells of ad hoc promotion and officiating in the higher posts will count for increments. It is stated that under the provisions of FR 26, the application of Rule 10 of CCS (RP) Rules 2008 to count all the officiating periods for increment is to stand. Denial of such statutory entitlement is in force in our department especially for those officiating in HSG-I, HSG II and LSG posts. Suitable instructions inconsonance with the above cited DOPT OM to grant increment by counting the broken spells of officiating /ad hoc promotions may please be caused.	DOPT OM No.19/2/2013-Estt (Pay1) dated 12-12-2013 on the subject hold good. These instructions will be reiterated.  Specific cases, if any, may be brought into the notice of Directorate. Item can be closed.

13.	14.	<p>Irregular interpretation and non accounting MACP to the adhoc HSG I officials in some circle.</p> <p>In some circles, the third financial upgradation under MACP has not been granted with Rs. 4600/- Grade pay to the HSG II officials who have been officiating on adhoc basis in HSG I cadre.</p> <p>The Rule 26 of MACP stipulates as inter alia: -  “Cases of persons holding higher posts purely on adhoc basis shall also be considered by the screening Committee along with others. They may be allowed the benefit of financial upgradation on reversion to the lower post or if it is beneficial vis-à-vis the pay drawn on adhoc basis”.</p> <p>From the above, it is evident that due benefit and adhoc fixation whichever is beneficial, that should be extended to on acquiring the MACP. For an example in one case of Sri. K. A. Gandhi, Retd. SPM Mahuva MDG in Bhavnagar division, Gujarat Circle, the Department has intimated to him that he was working in HSG I on adhoc basis from 24.02.2007 and retired on superannuation without terminating the adhoc arrangement, he was not entitled for the third Financial upgradation w.e.f. 01.09.2008. Whereas, his pensionary benefits &amp; others have been taken into account as per his lien post and not as per the adhoc arrangements. As such, the official has put into great financial loss. The intention of Rule 26 is not to deny the benefits due to adhoc arrangements in higher cadre.</p> <p>It is therefore requested cause suitable clarification in this regard to all the circles not to deny the dues by misinterpreting the rulings on this subject.</p>	<p>This Directorate has not received any such reference from Gujarat Circle &amp; is squarely covered by Para 26 of Annexure I to OM on MACPS which inter-alia provides as under:-  “Cases of persons holding higher posts purely on adhoc basis shall also be considered by the Screening Committee along with others. They may be allowed the benefit of financial upgradation on reversion to the lower post or if it is beneficial vis-à-vis the pay drawn on adhoc basis”.</p> <p>In case, any specific cases exist, the same may be brought to the notice of the Department. Item can be closed.</p>
14.	15.	<p>Repatriation of PAs deputed to Circle Regional offices from divisions for PLI/RPLI work – reg. The regional/circle offices are keeping excess staff drafted from Post offices and resultantly, the operative offices are suffering with more shortage. In many circles PAs/Sas from various divisions have been under deputation to Regional offices for not only manning the vacant posts there, but also for RPLI/RPLI work.</p> <p>But to our surprise now a days, the work of PLI/RPLI has been decentralized and transferred to divisions but not the man power exclusively taken for such work from divisions. All the operative offices are suffering due to shortage of PAs as their divisional strength is</p>	<p>Necessary instructions have been issued to all Circles vide letter No.30-1/2013-LI dated 08-03-2016.</p> <p>No further action. Item can be closed.</p>

		diminished by disproportionate deputation to Regional offices Circle offices. The staff sanctioned for the PLI work shall also be diverted to the Post offices due to decentralization. All the PAs taken for PLI/RPLI work shall be returned to the divisions and also the Pas drafted to CO and RO shall also be returned back.	
15.	16.	<p><b>Pooling of PLI/RPLI work at Head Post offices due to Amendment of PLI rules 2011 – Requirement of additional work force – Reg.</b></p> <p>Amending Postal Life Insurance rules 2011, all the PLI/RPLI work are entrusted to the Head Post offices. Now all the HPOs are classified as Central Processing centers for PLI/RPLI and the majority work of (1) acceptance of new proposals (2) settlement of maturity (3) settlement of survival benefits (4) Settlement of death claims are put under the shoulders of Postmaster. By this amendment, the work pertaining to PLI/ RPLI are transferred to Central processing centers. Thus, in the changed scenario, all the HOs are needed for more manpower to handle the cases of PLI/RPLI now grown large in its magnitude, quantum and volume.</p> <p>Considering the above newly transferred duties and works to all Head Post offices, it is quite natural they require additional work force to discharge their functions in normal course. Hence it is requested to provide manpower exclusively for RPLI/PLI work to all HPOs.</p>	<p>As discussed and decided in the meeting held with Heads of Circles at Jaipur &amp; Ahmedabad, Heads of Circles were asked to redeploy the posts within their circles. Postal Dte was requested vide letter No.9-3/2004-LI dated 26-08-2015 to direct all HOCs to include the vacancies of Postal Assistants on PLI Section in their Annual Recruitment plan for the year 2015-2016 onwards.</p> <p>No further action. Item can be closed.</p>
16.	17.	<p>Non circulation of government orders relating to grant of family pension to the families of deceased Government servants covered under NPS – Reg.</p> <p>In the absence of circulation of the important orders, the family pension to the deceased employees covered under NPS have not been sanctioned in many circles. Kindly expedite the circulation.</p>	<p>Already circulated vide this Directorate letter No.4-8/09-Pension dated 07/07/2009. These instructions will be re-circulated.</p> <p>No further action, item can be closed.</p>
17.	21.	<p><b>Dequarterization of Post attached quarters, Decentralization of power to PMG – regarding</b></p> <p>A huge numbers of post attached quarters, especially those are lying with rented PO Building are in worse condition. Most of the quarters are shabby, dilapidated and far below in standard. Moreover almost all quarters are narrow and less in size considering the</p>	<p>The power for dequarterisation of post attached quarters in deserving cases and power for suspension of quarters has been delegated to heads of circles vide Directorate letter No.10-4/2003-Blds.(pt.) dated 08-01-201 to decide the request of dequarterisation and suspension of quarters on merit basis on priority as per standing instructions.</p> <p>No further action pending. Item closed.</p>



		entitlement of Posts. The urgent need of the day is dequarterisation of those post attached quarters. The power of dequarterisation may be delegated to the regional PMGs who are having close access to the concerned PO & area. Furthermore the power for suspension of quarters beyond 90 days may also please be delegated to the regional PMGs in order to avoid delay in drawl of due HRA in the incumbent officials posted in such stations having unsuitable quarters.	
18.	22.	<p><b>Drawal of SB Allowance to all working in SB branches without restrictions</b></p> <p>With the introduction of total computerisation and SB LAN in post offices, any official who had undergone LAN training is ordered to work in SB branch. The criteria of SB Aptitude test has now become irrelevant when the operations are fully computerised.</p> <p>It is requested that SB Allowance may be paid to all those who are working in SB branches without condition of passing SB Aptitude Test.</p>	<p>At present, SB allowance is admissible only to those postal assistants who are selected to be posted in Savings Branch having at least one year service with good record and have passed aptitude test. Further, grant of SB allowance without any restriction to all staffs working in SB Branch may have to be examined keeping in view the recommendations of the 7th CPC. The Commission has recommended for abolition of SB allowance.</p> <p>No further action. Item closed.</p>
19.	23.	<p>Spot payment of incentive to SPM / BPM for securing RPLI business</p> <p>Despite the fact the incentive for procuring RPLI business is prescribed in the Directorate letter No. 35-15/78-LI (Vol. III) dated 21-08-96 and 27-11-96, the incentive money has not been paid to the officials. years together directly as prescribed therein.</p> <p>Incentive is being paid based on the business procured. As such there should be no link to pay the incentive with allotment of funds. Incentive be paid on the spot which will motivate and improve the business. The Chief General Manager PLI vide his D.O. No. 75-15/87-LI (Part) dated 04-01-2006 intimated the Chief Postmaster General, Tamil Nadu Circle that one proposal for delinking the payment of incentive from allotment of funds has been sent to the Directorate for approval. It is requested to finalise.</p>	<p>Proposal for de-linking the PLI/RPLI incentive from budgetary allocation has not been considered.</p> <p>RPLI incentive is based on premium income which can be paid after receipt of 3 months premia (on effective business).</p> <p>For clearing the back log of incentive, a projection in RE 2016-17 has been made for additional funds.</p> <p>It was informed that the matter was also taken up with MOF but it was not agreed.</p> <p>No further action. Item can be closed.</p>
20.	24.	<p><b>Allowing to appear in the Departmental Exam like IPOs – case of physically handicapped officials</b></p> <p>The Directorate has clarified vide its letter No. 7-8/04-SPB dated 28-07-2005 that physically handicapped officials should not be allowed to appear in the IPO Examination as they are unable to perform the physically demanding nature of work. When the issue was</p>	<p>The matter was examined in SPB-II Section and a proposal for identification of Posts for persons with Disabilities in the posts of Inspector Posts was referred to SCT Section for allowing reservation in the post of Inspector Posts to persons with (i) one leg affected, (ii) one arm affected (iii) low vision and (iv) partial deaf; handicap in consultation with Ministry of Social Justice and Empowerment,</p>

		discussed in the previous JCM, it was replied that the permission from the Social welfare Ministry is pending. Thereafter there is no improvement and the issue stands still unresolved and the injustice caused to physically challenged is not mitigated. Necessary and immediate action is requested.	SCT Section, being the nodal authority in the subject, has been requested to decide the case at the earliest in consultation with the Ministry of Social Justice and Empowerment. The matter is under active consideration. Further inputs from SCT Cell awaited.
21.	25.	<b>Representation of department in the cases filed in Consumer Forum and other courts</b> It has been observed that the cases filed on the consumer forums and other courts against our department are not pleaded properly before court by engaging a lawyer on our behalf. The Government pleader is not apprised properly regarding intricacies of departmental rules, procedures and legal responsibility of postal department. It is fact that most of the cases are attended by the PRI (P)s, Postal Assistants or Mail Overseers, who are not trained. These court verdicts are always going against our department and our innocent staff become the victims. The staff side therefore, demands that the lawyers appointed by the department should be adequately briefed to represent the cases by our officers not below the rank of ASP and they should personally attend the court cases.	Necessary instructions have been issued to all concerned for necessary action. Most of the circles have also responded stating that they will follow the instructions.
22.	26.	<b>Duplication of work in branches after their computerisation – reg.</b> Even after the computerisation of various branches, the officials are instructed to do the same work both in computers and also in manual. The maintenance of TCB, Long Book for SB / MIS transactions etc. Are the glaring examples. The duplication of work in the computerised offices is unwarranted. Otherwise the purpose of computers will be defeated. It is, therefore, requested to cause instructions to all that there should be no need for duplication of work in computerised offices and the practice should be dispensed forthwith.	Duplication of work in branches after their computer. Since 23040 Post Offices have been migrated to CBS, there is no duplication of work in branches working on CBS.  No action pending. Item can be closed.
23.	27.	<b>Revision of FSC:-</b> The Fixed Stationary charges fixed to office / officials does not commensurate the expenses being incurred for the purpose due to spiral increase of commodities & inflation. The present amount does not meet the 1/3rd requirements and the in charges are incurring expenses at their own cost. It is requested to consider the same and revise the FSC with retrospective effect.	This has already been revised vide letter dated 22-07-2016.  No action pending. Item can be closed.

24.	28.	<p><b>Enhancement of Grant of Recreation club</b> The grant from the welfare fund for promotion / functioning of Postal Recreation Club was fixed longago which is insufficient to the functioning. Similarly the grant for excursion trips with mileage restrictions requires relaxation. It is requested to consider the same.</p>	<p>Grant-in-aid for the provision of amenities or recreational or welfare facilities to the staff of the Central Government in as well as outside Delhi / New Delhi, is fixed by the DoP&amp;T. The same has been revised vide their letter No. 1/ 1/2014-Welfare dated 10/04/2015. The O.M. of DOPT has been circulated to all the Circles vide letter No. 20-24/2015-WI/Sports dated 19.11.2015.</p> <p>The distance limit for excursion trip was revised after the decision taken in the 11th meeting of the Postal Services Staff Welfare Board (PSSWB) held on 16/05/2012, from 500 Kms. to 700 Kms., vide letter No. 1-1/2009-WL/Sports (Vol. II) dated 19.03.2013. For consideration of the proposal for further increasing the limit up to 1000 Kms., the item has been included for discussion in the agenda for the 12th meeting of the Postal Services Staff Welfare Board. No further action pending. Item closed.</p>
25.	29.	<p><b>Request for discontinuance the practice of obtaining fidelity / security bond from the employees handling cash</b> The 5th CPC in its report vide para 62-13 recommended to discontinue the practice of obtaining fidelity / security bond from employees. In the present stage of handling huge cash, obtaining fidelity bond for Rs. 3000/- to Rs. 5000/- does not serve any purpose. A lot of manpower is wasted in Accounts branch in maintaining these records. Similar is the position of inspecting offices also. Only in rare and exception cases, the guarantee monthly is received. The employees are unnecessarily crediting premium every year to the loopholes to obtain fidelity bond. It is requested to consider and discontinue the practice of security bonds which has no longer serving any purpose.</p>	<p>The practice of obtaining Fidelity Bonds from the employees handling cash may not be discontinued for the following reasons:-</p> <ul style="list-style-type: none"> <li>(i) This practice is as per Rule 191 of Postal Manual Vol. II.</li> <li>(ii) Obtaining Fidelity Bonds is also a practice in various financial institutions.</li> <li>(iii) By furnishing the Bond, the employees clearly guarantee for “faithful accounting” of all money, writing.</li> <li>(iv) This, then, initiates the employees into a particular role – of pecuniary responsibility – and may also serve as a deterrent, in some measure.</li> <li>(v) If the practice of obtaining the Bond is discontinued, then, it will serve as a precedent for SPMs in single handed Post Offices and BPMs to also make a similar demand.</li> <li>(vi) The unions have also pointed out the amount guaranteed in the Bond is rather meager in terms of serving as “compensation” in cases of huge frauds. This, itself, could be considered for review for increase at a subsequent point in time after a study.</li> </ul> <p>In sum, the practice of obtaining the Fidelity Bonds may not be constituted because of the above reasons.</p>
26.	30.	<p><b>Removal of eligibility Ceiling of Pay of Rs.6800 [Pre-revised] for performing OT Duty.</b></p>	<p>General circular was issued on 24-05-2016. The DoP&amp;T is the nodal Department to change</p>

		Operative staff in RMS/POs whose basic pay was below Rs. 6800/-[pre-revised] only is made eligible to perform OT Duty and this ceiling is causing serious operational difficulties as there is heavy shortage of staff. In certain Units staff is not available with less pay range to perform OTA. In this situation mails subjected to detention for more than 24 hours. The Staff Side urges for removing such ceiling and bring all operative PA/SA officials, irrespective of their pay range, to be engaged for performing Over Time Duty to meet the operational requirements. Postal Department is an operative Department like Railways. It is known that the employees of Railways are having their own unique OTA Rates for the OT Duty performed by its staff and they are not bracketed with the rest of the Government Employees. Therefore the non-increase of rate viz., Rs. 15.85 per hour has no adverse effect on the employees of Railways. The Staff Side urges for computation of a separate OT Rate as applicable to Postal Employees which is also an operative department like Railways.	this ceiling, however, the 7th CPC has recommended for abolition of OTA. The same would be taken up again with DOPT. No further action, item can be closed.
27.	31.	<b>Providing additional hand to single handed offices due to decentralization and various new works etc.</b> Based on the subcommittee constituted under the scheme of JCM and compulsory arbitration to deal with the items, it was approved to take action immediately. The Secretary(P) and chairperson vide note No.6-2/2006-SR dt. 23/07/2006 ordered to frame norms for all items of work handled in the smaller offices so that proper redeployment of staff can be made to needy offices. But even after nine years no action has been initiated. Immediate action is requested.	Review of all the Departmental Post Offices is being carried out periodically. On the basis of the periodical reviews, HoCs are competent to redeploy additional staff wherever required from the surplus staff offices. Insofar as new works are concerned, attempt is being made to conduct Work Study through outsourcing. This is under process.
28.	32.	<b>Instructions to stop Irregular Rule – 37 Transfers</b> Many Officers in different circles wrongly award Rule-37 Transfer to some officials by way of disciplinary action. More over the application of Rule-37 has been clearly defined under the said Rules. Rule-37 cannot be used for reasons beyond that are specified in the Rule-37. The Staff Side urges for issue of suitable general instructions to all concerned to be cautious in this matter to avoid violations.	As per Rule 37, all officials of the Department are liable to be transferred to any part of India unless it is expressly ordered otherwise for any particular class or classes of officials. Transfers should not, however, be ordered except when advisable in the interests of the public service. All Heads of the Circles have been requested vide letter No. 141-141/2013-SPB-II dated 13.12.2016 to follow the provision of Rule 37 in letter and spirit and not to invoke the provisions in disciplinary proceedings.
29.	33.	<b>Delinking the quarters of C&amp;B class offices where standard accommodation was not provided:</b>	It is not practical to delink all the Post attached quarters of C & B offices in view of security of post offices. However, in case of non

		In C & B class offices one or two rooms were provided in rental buildings as quarters and the HRA foregone by the officials is more than the House rent paid to the building. After computerization there is no space for keeping the UPS and batteries and computer installations and the quarter portion is used for the office as the SPM is not in a position to reside in it. It is requested either to provide standard accommodation or delinking the quarters wherever it is feasible as per the security point.	availability of standard accommodation and quarter found unsuitable delinking can be considered by Heads of circles on case to case basis on merit. The heads of circles have again been asked vide letter dated 10/04/2003-Blds.(Pt.) dated 08-01-2016 to decide the matter on merit basis on priority as per standing instruction.										
30.	34.	<p><b>Posting of in charge of BPC – regarding</b></p> <p>In accordance with the Directorate letter No. 16-10/2000 BD dt. 19.10.2010, the in charge of the BPC should be posted among the BCR officials for the transactions above one to 10 lakhs.</p> <p>Since the cadre of BCR is not in existence, the post required to be manned by HSG II officials or above. In many places, the PO &amp; RMS Accountants have been ordered to look after the supervisory work in accounts instead of Postmasters or ASPOs. This is highly irregular. It is therefore requested to create or upgrade the posts of in charge of BPC to the level of HSG II and HSG I at the earliest based on the functional requirements</p>	<p>In view of the withdrawal of the TBOP / BCR schemes in pursuance to Establishment Division letter No.4-7/MACPS/2009-PCC dated 18/09/2009, the issue was examined by BD&amp;M Directorate in the year 2012. Instructions regarding posting of in-charge of BPC were issued and level of Supervisory officers in BPC has been amended as under:</p> <table border="0"> <tr> <td>Business in Lakh Rs.</td> <td>Level of Officers</td> </tr> <tr> <td>Upto 10</td> <td>LSG/HSG II</td> </tr> <tr> <td>10 to 25</td> <td>HSG I/IPO/IRM/ ASPO/ASRMs</td> </tr> <tr> <td>25 to 50</td> <td>SPOs/SRMs/Gr. B Officers</td> </tr> <tr> <td>50 &amp; above</td> <td>Regional PMsG may nominate an appropriate officer for the supervision of the BPC.</td> </tr> </table> <p>Item is closed. No further action is required.</p>	Business in Lakh Rs.	Level of Officers	Upto 10	LSG/HSG II	10 to 25	HSG I/IPO/IRM/ ASPO/ASRMs	25 to 50	SPOs/SRMs/Gr. B Officers	50 & above	Regional PMsG may nominate an appropriate officer for the supervision of the BPC.
Business in Lakh Rs.	Level of Officers												
Upto 10	LSG/HSG II												
10 to 25	HSG I/IPO/IRM/ ASPO/ASRMs												
25 to 50	SPOs/SRMs/Gr. B Officers												
50 & above	Regional PMsG may nominate an appropriate officer for the supervision of the BPC.												
31.	35.	<p><b>Grant of Split Duty Allowance – Clarification requested.</b></p> <p>The officials residing beyond 5 kms have not been drawn with split duty Allowance even though they are entitled by other conditions. Similarly, the officials residing outside the municipality limits even though such area comes within 5 kms are also denied of these allowance. Both the conditions are practically not feasible resulting in denial of dues and defeated the very purpose of grant of such allowance.</p> <p>It is therefore requested to kindly consider and cause appropriate clarification for removing such conditions and draw split duty allowance to all on the basis of other conditions.</p>	<p>Order has already been issued for grant of split duty allowance for further period of three years w.e.f. 01-07-2014.</p> <p>No further action, item can be closed.</p>										
32.	36.	<b>Non-Drawal of HRA to the officiating SPMs working at offices having attached quarters.</b>	In this regard instructions contained in the Directorate.s letter No.10-4/2003-Bldg. are										

		<p>Even though the power of de-quarterization of a post attached Quarters is now delegated to Heads of Circle vide Directorate letter no. 10-4/2003 – Bldg. Dt. 6.5.03, the Circle heads are not according proper sanction for dequarterisation/suspension of Quarters for the periods of such officiating periods exceeding 90 days. The officiating officials should not suffer a financial loss due to the administrative problem of non-posting of a regular incumbent to the vacant post within the stipulated period. Prolonged officiating arrangement is an ultimate loss to an officiating official for no fault on his side.</p> <p>It is therefore requested to issue clarity instructions to all Circle heads to settle the pending issues accordingly.</p>	<p>being followed and issues being settled accordingly. Decision may be taken by heads of circles keeping in view the security of PO and need to occupy such quarters by officiating SPMs. With a view to avoid delay, all the heads of circles have again been asked vide letter dt. 08/01/2016 to decide the matter on merit basis on priority as per standing instruction.</p>
33.	37.	<p><b>Enhancement of Financial powers of HSG I, HSG II &amp; LSG Postmasters.</b> According to Directorate letter No. 18-7/92 CI dt. 2.07.93, the Financial Powers given to HSG &amp; LSG Postmaster on each occasion has been revised to Rs.60/- &amp; Rs.40/- respectively. The amount has been fixed twenty three years before prior to installation of computers and mostly the amount was prescribed to meet any urgent requirements for the office. The escalation of prices has made the existing financial limit meaningless. After the computerization, due to the shooting of many problems, the urgent needs could not be purchased with these financial powers and the Postmasters are facing problems in attending any computer related problems and also during the power shut down periods. Even minor electrical repairs could not be carried out with the present financial limit. It is therefore requested to consider revision of financial powers to the Postmasters working in the operative offices considering the present day requirements.</p>	<p>The proposal for delegating financial powers to non-gazetted powers was examined in consultation with IFW and JS &amp;FA and it was not agreed as it is not according to Rule 13 of DFPR which states that Financial powers should not be delegated to non-gazetted officers.</p> <p>No action pending. Item can be closed.</p>
34.	38.	<p><b>Budgetary allotment for Computer Advance.</b> After the total computerization of the P.O. and its functioning, the officials who desire to purchase computers for their own should be encouraged which will motivate them further in the computer operations. There is a resentment prevailing amidst the officials due to poor allotment of funds under this head. It is therefore requested to allot more funds under this head and enable the officials to avail the advance for purchase of personal computers.</p>	<p>Rs.5.8350 crore has been allotted to circles / units for payment of advance to Government Servant for purchase of computer from the provision of Rs.6.00 crore received from Ministry of Finance. Rs.1.2455 Crore has been disbursed upto September, 2016 as advance to Government Servant by Circles / Units and remaining amount of Rs.4.5895 Crore is lying with Circles.</p> <p>No action pending. Item may be closed.</p>

35.	39.	<p>Fixing Norms / Time Factors to Postal Stores Depot; Circle Stamp Depot &amp; creation of establishment.</p> <p>Since creation of Postal Stores Depot and Circle Stamp Depots, no norms have been fixed so far to justify the workload and staff strength. Merely the staffs from neighbouring divisions are being drafted and the posts are maintained without any justified augmentation. Resultantly, the parent divisions are suffering with shortage of hand due to the prolonged deputations to PSD &amp; CSD. It is therefore requested to fix work norms to the PSD &amp; C.S.D and augment adequate posts at the earliest.</p>	<p>Norms for Postal Stores Depot already exist and have been notified vide DG Posts No. 2-2/87-PPU-PF dated 07.12.1987. However, norms for CSDs have not been formulated so far.</p>
36.	40.	<p><b>Grant of OTA/Excess Duty Allowance to the SPMs working in single/Double handed Post offices.</b></p> <p>To compensate the excess work prevailing in the single and double handed post offices, the SPMS shall be compensated with the following:-</p> <p>(46) In the absence of PA, the SPMs working in “B” class offices may be granted minimum of 3 hours OTA to look after the duty of PA.</p> <p>(ii) Similarly, in “C” class offices, where the work load exceeds 8 hours and more, compensation in the shape of Excess Duty Allowance may please be considered.</p>	<p>It was informed that the 7th CPC has recommended for abolition of OTA. No action pending. Item can be closed.</p>
37.	41.	<p><b>Non implementation of Delhi High Court orders on revision of pay scales of Packers, Foreign Post, case of Chennai Foreign Post in Tamilnadu Circle.</b></p> <p>Despite clear orders dated 17.08.2012 and subsequent clarifications dated 03.09.2012 of the Directorate, the implementation of the orders has not been carried out by the Director, Foreign Post Chennai till date. The Directorate vide its letter and 04.09.2012 clarified that they should be allowed the pay scale of Rs. 950-1500 w.e.f 01.01.1986 and further pay scale of Rs. 3050-4590 w.e.f 01.01.1996 and Rs. 5200-20200 with grade pay Rs. 1900 w.e.f 01.01.2006. Earlier the DoPT as well as the Directorate clarified that the previous financial upgradation in respect of Group “D” shall be ignored and will be provided fresh refixation after the introduction of MACP. Similarly there was a pay scale fixed for the posts having the pay scale of Rs. 950-1500 for TBOP and after 01.11.1991 for also BCR after the introduction of MACP similarly orders have been communicated after 6th CPC about the</p>	<p>Orders for implementation of the judgement in all four Foreign Post Offices have already been issued vide Directorate letter dated 17/08/2012 and 03/09/2012.</p> <p>As regards admissibility of TBOP/BCR is concerned, the matter stands examined &amp; clarified to all concerned vide Directorate letter No.4-4/2008-PCC (Pt.) dated 07/09/2015. Orders shall re-circulate.</p> <p>Item closed.</p>

		<p>pay scales applicable for TBOP and BCR for the entry pay scale of Rs. 3050-4590. As such the clarifications sought for by the Director Foreign post is nothing but to delay the dues to be paid the officials. Similarly the clarification sought by him about the next grade pay after fixing with Rs. 1900 is totally unwarranted. The Director mentioned that the Directorate orders are not clear about re-fixation of pay to Group 'D' officials whether it is notional or arrears to be drawn despite very clear clarification is issued by the Directorate on 04.09.2012 to give effect from 01.01.1986. It is pertinent to mention that in all the three Foreign Posts other than Chennai, the pay fixation was already carried out and arrears were drawn. Further promotions were also accorded under MACP thereafter. It is therefore requested to kindly intervene and cause appropriate instructions to be concerned at the earliest for pay re-fixation and also drawal of due arrears to the aggrieved officials.</p>	
38.	44.	<p><b>Non refund of the amount recovered under the New Pension Scheme &amp; Non settlement of dues to the deceased/retired employees under NPS</b></p> <p>Consequent upon the clarification of the Government of India that in case of new recruits appointed after 01.01.2004 but remained in training prior to 01.01.2004 shall be covered under the old pension scheme, more than 10000 Postal Assistants were brought under the old pension scheme. However, the recoveries made from them towards the new pension scheme have not been refunded yet despite many representations. Serious action is requested to refund the amount early.</p> <p>(1) Similarly in the event of resignation/retirement, the pension fund has not yet been refunded besides payment of pension. Many officials joined after 2004 and many GDS promoted after 2004 to Postmen could not get any benefits so far under this NPS.</p> <p>It is requested to cause appropriate action in this regard.</p>	<p>The refund of the recovery of NPS subscription amount in these cases will not arise since the amount recovered has been transferred to the GPF account of the concerned officials. Suitable instructions have already been given to all PAOs in letter No.PA/Book-1/NPS/Union Matter/2013-2014/D-2885 to 2935 dated 04-03-2016.</p> <p>The Ministry of Personnel Public Grievances and Pensions, Department of Pension and Pensioners Welfare OM.38/41/06/P&amp;PW(A) dated 05-05-2009, the pension/Family pensions settled in all PAOs level.</p> <p>The NPS accumulation amount except annuity investment amount settled. The pension to be paid on investment of annuity is pending with PFRDA.</p>
39.	45.	<p><b>Revision of Honorarium to the arrangements less than 14 days in Treasuries in Post office.</b></p> <p>No further orders had been issued to revise the honorarium of Rs. 4/- per day fixed in 1990 for the arrangement of less than 14 days in Post office treasury based on the revision of treasury allowance.</p>	<p>Upward revision of Cash Handling Allowance of the treasuries of the Post Offices is under consideration. Comments of all HoCs have been called for. While revising this allowance, per day allowance payable to officiating treasuries for period less than 14 days will also be taken care of.</p>



		It is requested to revise the rate of honorarium for such officiating arrangements being made in treasury for the period below 14 days.	Item closed.
40.	46.	<p><b>Grant of flight fare to officials working in North-Eastern Region while deputed for training outside NE an also for LTC tour</b></p> <p>Officials working in the very remote areas of the North Eastern Circle are facing many problems while on tour for training/availing LTC tour outside the NE Circle. It is requested that air-travelling up to Kolkata may be allowed to all officials working in the NE while on tour for training/LTC tour outside NE Circle.</p>	The matter will be examined.
41.	47.	<p><b>Dies non period should also be taken for reckoning of continuous service while granting ACP/MACP to officials:</b></p> <p>ACP/MACP order stipulates regular service (and not qualifying service) of 12/24, 10/20/30 years to become eligible to get financial up-gradation under ACP/MACP. While counting the regular service the periods of Dies-non are not being reckoned as part of continuous service. It should be noted that dies-non is not a break in service. It is also note worthy that the periods covered by EXOL without Medical Certificate is being allowed for counting the service for the purpose of promotion under ACP/MACP even though the same is excluded from the qualifying service for pension purpose. The concept of qualifying service even for pension calculation is now liberalized. Hence, the periods of dies-non should not be treated as a break in the continuous service and should be counted for the purpose of financial up-gradation under ACP/MACP.</p>	<p>It has already been clarified that dies non period will not be counted as regular service for the purpose of grant of financial up-gradations under ACP/MACP Schemes vide DG communication No.4-7/(MACPS)/2009-PCC dated 24/12/2013.</p> <p>Item is dropped.</p>
42.	48.	<p><b>Ambiguity in the orders granting conveyance allowance to Systems administrators.</b></p> <p>In the recent orders issued to prescribe the conveyance allowance to system administrators, the view point of the staff side that they should be granted only road mileage allowance has not been reflected. Resultantly in many circles, the practice of reimbursement of actual expenses incurred for attending immediate faults to the systems administrators have been stopped and they are now incurring expenditure from their own. This causes a concern. The purpose of taking the subject has been totally defeated due to this order. Either they should be brought under the purview of</p>	<p>The issue has been examined and clarification orders issued on 17-11-2012.</p> <p>No further action, item can be closed.</p>

		road mileage allowance or the actual expenses incurred by them for their journey should be reimbursed.	
43.	49.	<p><b>Replacement of outdated Computer, Printers, UPS &amp; providing AMCS to Computer Peripheral – case of Tamil Nadu Circle.</b></p> <p>While the Tamil Nadu Circle Union has taken up the subject with the Chief Postmaster General in the Four Monthly Meeting held on 24.07.2013, for replacement of worn out and condemned computers, UPS and printers and placing AMC etc, the Chief PMG replied that “for replacement of hardware, the matter has already been taken up with the Directorate asking for funds once funds received, this will be done”.</p> <p>When we are venturing and advancing with full modernization in the Department of Posts, the non-replacement of worn out and condemned computer peripheral is causing a concern. The officials should not be troubled to perform their work in such condemned computers which will result in declining the efficiency in service in the Post offices. Some serious attention is required in this regard.</p> <p>It is therefore requested to kindly expedite and cause appropriate action by extending top priority in replacing the condemned and old computer peripheral in all the Circles.</p>	<p>Following items have been supplied to Tamil Nadu Circle:-</p> <ol style="list-style-type: none"> <li>i. 893 Desk Top in January 2016.</li> <li>ii. 899 Laser Printer in 2016-17.</li> <li>iii. 1203 Pass Book Printers in 2016-17.</li> <li>iv. E-Bid for supply of 597 Desk Top computers is being issued in January 2017 itself.</li> </ol>
44.	50.	<p><b>Problems arising out in Core Insurance solution/Mc Camish migration – solutions requested</b></p> <p>After the migration to the McCamish software in PLI/RPLI, the following problems have to be addressed forthwith for the smooth and effective functioning.</p> <p>Adequate and proper training to be imparted to the officials working in McCamish software to overcome the lot of practical difficulties.</p> <p>For the areas of KLC Updating and UA settlements, no proper guidance or instructions were given.</p> <p>The frequent Startup problems with invalid configuration that lead to failure in forms server or failure to connect to server create untold miseries in carrying out the migration work.</p> <p>The files that could not be corrected in the DATA CORRECTION at the end of the designated offices had to be sent to respective</p>	<p>These were all pre-migration issues. Now migration has been completed in January, 2016 (except Port Blair) HO). These issues do not exist now. For missing KLC gap in legacy system, Circles have been asked to settle the push back cases, which are being monitored in every VC chaired by Secretary (Posts).</p> <p>No action pending. Item can be closed.</p>

	<p>D.O/R.O or even C.O. for carrying out at C.O. It is pertinent to note that certain files could not be opened at designated HO/offices level and are blocked. Hence, they have to be opened and operated at R.O/C.O. only. Consequent to this the Date Correction work remains incomplete.</p> <p>All the relevant documents are not available at offices for Loan Ledger Updation and hence the files have to be sent to R.O. for further action in this regard. Especially, the policies that come across the counter for Repayment/Interest on loan create discrepancies relate to loan ledger under different rules as RULE 38B, 39B, 44B,45B, 47B, 48B,35B;36B,23B,23F,341B, 25B, 339F,335B,329B,55B etc. Further, it is found that the date of payment of loan could not be ascertained from the PLI files.</p> <p>As far KLC Updation is concerned, the correct premium payment date by the policy holders is not known.</p> <p>As the rule discrepancy entries are blocked, the same could not be completed at the offices/Hos. Likewise, the RPLI module too found locked and cannot be altered at the designated offices.</p> <p>Special PAO codes are not available at designated offices, hence, the discrepancy regarding KLC gaps and entering missing years in KLC updation cannot be done there. Oral instructions are being issued every now and then not to do the same at HO level but so far no written communication/mail have been received.</p> <p>It is instructed that the Ledger posting should not be updated with N [no] for the past, but it is pertinent to point out that the manual schedules for the past period are not available at the HO end that result in impasse in updating the ledger files. Without verifying proper manual records, filling up with Y[yes] as per the written instructions may boomerang on staff in the future. The updation cannot be done on assumptions and false presumptions. This area needs to be addressed properly without insisting on simple filling with 'Y'. only.</p> <p>Even for Maturity and Surrender details of payment not updated in NIC software. As the files are not available at the Hos, the payments could not be checked by verifying the available records.</p> <p>For E category and to some extent B category rules, only excel format are being used</p>	
--	--	--

		<p>and not fed in NIC software as the columns are blocked. Hence, the accuracy factor is in question.</p> <p>For missing years in KLC in PAO codes for special groups like Railways, Schools, Govt. establishments having bulk policies, PANO codes could not be done owing to non availability of payment schedules.</p> <p>Converting of policies. during data cleansing: No such conversion available with checked files.</p> <p>While Date Cleansing, the difference is sum assured and premium amount with files and NIC software have to be sent to CO through respective DO for corrections. But, those files are generally returned without any correction. For updation of AEA payment, no particulars available in the Case files received.</p> <p>Assignment and reassignment of records could not be done at Hos but only at D.O. level only. Several policies with PAO code as per the schedules are in migrated level. For such policies the premium cannot be updated as the details cannot be viewed and altered.</p> <p>It is further added that many technical issues needs to be resolved by the only System manager attached at R.O. as the S.Ms of divisions and Hos are also not equipped with trouble-shooting. This aggravates the problem further.</p> <p>Without taking into account all these discrepancies and expecting the officials to complete the work as 'the horses for the courses' way may become counter-productive. "During migration, E category rules will not be checked by Infosys and if any wrong data will be there, it will be migrated as it is and post migration there is no provision to correct/update any of the data" is like shifting all the burden on the slender shoulders of the poor officials without creating a conducive atmosphere for proper migration which is trouble-free. Hence, it is requested that all these technical issues are properly addressed at the earliest and then the migration done to avoid any major head-ache in the future. All technological and practical impediments may please be sorted out and user friendly environment be ensured for effective, smooth and best service.</p>	
45.	51.	<p><b>Problems arisen due to implementation of Core banking solution</b></p> <p>On introduction of CBS in various offices, the staff is put into intolerable hardship on day to</p>	<p>(i) In CBS, there is a maker-checker concept i.e. the entry done by the maker (counter PA) must be verified by the checker (Supervisor). In single handed Post Offices, In-charge of the</p>

	<p>day basis with no respite in sight in the near future. It is requested for compensating the extra work hours put in official of CBS implemented offices. The officials of these offices are forced to stay in office after office working hours in order to complete the CBS verification. Request for finding way and means to end the endless travails meted to officials in CBS offices.</p> <p>The plight of the women employees is ineffable and RISK fraught especially when they are to return to home in the late hours. Apart from, becoming totally indifferent to their domestic chores <b>including child care, their vulnerability to the undesirable incidents either while working alone in the office in isolation or on the way back to home in odd hours are to be borne in consideration and remedy found on a war – foot basis.</b></p> <p><b>The connectivity pace of the web based</b> is the prime reason for all these hardship faced by our staff. The other compatibility like RAM speed etc are to be taken care by the technical sides once the problem is seized of its due attention. The problem relating to the central server imbibing capacity is beyond our domain.</p> <p>But oblivious to what is in store for us by the action in higher echelons, it is requested to do some plausible measure in our domain to bring down the peril facing us The over flooding of data reach out to server in the evening hours pertaining to BO transaction results in clogging and glitches, very typical of peak hour spurt in the traffic. The work in closing hours of the sub offices is to be reduced if at all any prima facie remedy is to be realized.</p> <p>The following measures are suggested with one and only solace these can be done in our level as per the rules.</p> <p>The conversion of all BO in the CBS offices as one day transit offices with instruction to treat the bag received for the day as bags received after closing of the account bag to HO, except taking the cash as advance remittance. The contents of the bag except RL/mails are to be kept overnight and to be incorporated in the next day account. The work of the BOS is therefore can be started right from the morning with the vouchers of previous day and can be put through in phased</p>	<p>PO plays both the role. Verification of vouchers must be done by the Supervisor as soon as the transactions completed by the counter PA. No official is forced to stay in office after office hours. Only, when the daily work remains incomplete, the staff stays back to complete the work, which is the primary duty of the staff.</p> <p>(ii) There is a defined process of raising tickets with the helpdesk when Post Office staff faces problems. For hardware issues, Circles should ensure necessary action.</p> <p>(iii) Each CPC in every Circle is responsible for providing support to their CBS Post Offices. It has been ordered to post qualified staff in the CPC who is capable in handling CBC issues.</p> <p>The DoP&amp;T &amp; Ministry of Finance (DoE) are the nodal Department to change OTA rules, however, the 7th CPC has recommended for abolition of OTA. No action. Item can be closed.</p>
--	---	---

		<p>manner during office hours. The spread out entry of Bos transactions concurrently and leisurely with the sub offices work will avoid the accumulation in the evening and the crowding of data to server can be therefore be effectively eschewed.</p> <p>Even if there is any likelihood of delay due to unanticipated glitches, the work of the day can be planned and alternate measures of shifting the CBS related work to nearby offices where the verification can be done well within reasonable time.</p> <p>Constituting of special salvaging cell comprising of qualified staff with staggered attendance at focal points in order to complete the work of the Sub offices that cannot be accomplished for the aforesaid reason. As such it is a common sight that some of sub office staff are trying the validation in the HO in late evening hours as and when the total connectivity is lost in their office</p> <p>iv) Grant of OTA in consummation of with the hours of retention in the office over and above the normal working hours with no restriction on the duration of hours and number of days.</p>	
46.	52.	<p><b>Non settlement of agreed items in the last DC (JCM) related to Postmen &amp; MTS issues</b></p> <p>This has a reference to the minutes of JCM (DC) held on 16th Dec 2014 communicated vide DG(Posts) letter No 06/01/2014-Srdated 22nd Dec 2014. In this connection it may be seen that the items relating to Postmen and MTS listed at serial No 7,11, 32,45,48,49,59, 55,61,70,72,73,76,85 and are still pending as no tangible result with specific orders for implementation relating to the concerned item is seen. In addition to the above, no orders have been issued to implement the following issues:-</p> <p>(i) Request to implement the ORDER OF SUPREME COURT ON CIVIL APPEAL NO 2010 OF 2009 RELATING TO ENTITLED</p>	<p>It was informed that the items listed were already discussed during the last Departmental meeting and action has been taken and need not be discussed again. However the following were informed:</p> <p>Stepping up of pay for promotes par with direct recruit. (item No.7):</p> <p>Relevant orders stand circulated to all concerned vide No.1-9/2010-PCC dated 05-01-2011.</p> <p>Delivery efficiency. (old item No.11):</p> <p>Is being examined.</p> <p>Substitute arrangement by all means to avoid combination of work. (old item No.32):</p> <p>Substitute arrangement is prevailing in the department, however, suggestions.</p> <p>Fill up all vacant posts in all cadres including MMS (excluding GDS). (old item No. 45):</p> <p>A Software for applying on-line for all categories of GDS, is being developed. After its execution, all vacant posts shall be notified by the respective Circle Offices as per guidelines on the subject. The processes of online application and subsequent filling up might be completed by the end of April 2017.</p>

	<p><b>MONETARY BENEFITS EFFECTIVE FROM 01.01.1996 TO 10.10.1997</b></p> <p>The copy of the judgment given on 07th May 2015 by the Hon.ble Supreme Court might have been received by your office. The copy of the judgment was also forwarded by us on 29th June 2015. It is requested early issue of orders for the implementation of the decision taken in this regard</p> <p><b>(ii) Implementation of judgment of Delhi High Court dated 02.07.2011.</b></p> <p>Pl refer WP no 3225/2007 in OM No 164/2005 in the matter of Dharam Singh others. This has reference to DG (Posts) letter No 2-48/2011-PCC dated 17th Aug 2014 addressed to four CPMsG (Delhi, Tamil Nadu, West Bengal and Maharashtra). Wherein instructions have been issued to draw the arrears of affected officials, but in vain. Despite regular issue of reminders, nothing has been done so far. Suitable and early action is requested for regularizing their pay and drawl of arrears of affected official. Total number of officials in all the four circle comes to only 425.</p> <p><b>(1) NON SETTLEMENT OF PENSION AND RETIREMENT BENEFIT (NPS – 2004)</b></p> <p>New Pension Scheme has become curse to those employees who are retiring on superannuation under this scheme as they are not timely receipt of withdrawal and pensionary benefits on retirement. For example, Sh. H.S. Parashuram Rao (Retired MTS-(110000282062) Devangere HO Chitradurga Division (Karnataka Circle) retired on 31st Aug 2014. The matter was referred to DG(Posts) vide this CHQ letter No P-IV/CHQ/11/NPS/2015 dated 14th Jan 2005 with request for an early action to avoid further delay. In reply vide DG(Posts) No 6-5/PA Book /NPS lite(SDBS)2014-15/D-2386 dated 20 Feb 2015 it was intimated that DAP(Bangalore) has been asked to look into the matter and settle the pension case of the official. In such case final settlement reply need to be taken from DAP (Bangalore). Whether the matter has been sorted out or not is still uncertain. It would be appreciated if some specific orders/instructions are issued to the Circle to streamline NPS case by giving dead line after retirement avoiding financial harassment to the affected officials retiring under NPC.</p> <p><b>(iv) Filling Vacant Posts of Postmen</b></p> <p>Many Posts of Postmen are lying vacant in all</p>	<p>Order No.4-4/2008-PCC dated 07/09/2015 stands issued.</p> <p>Relates to Circles Can be taken up in Regional JCM. No further action, item can be closed.</p>
--	--	--

		<p>over India due to promotion/retirement/death etc. Agencies conducting the examination have not yet been finalized in several circles. Especially in Delhi Circle. Postmen Examination was conducted last year but result did not declare so far, reasons not known. ODP has been appointed to substitute the vacant posts. This outsourcing system for appointment of ODP is neither satisfactory nor acceptable. ODP system working against the vacant posts of Postmen, in time being, should not be continued for a longer period. However, immediate action is required to conduct postmen examination in general in all over India and specially in Delhi circle to fill up the vacant posts of postmen An early action is requested in the interest of delivery efficiency and postmen cadre as well.</p>	<p>Circles have been instructed on 17/12/2015 to fill up the vacant posts.</p>
47.	53.	<p><b>Machinery regarding Delivery of COD Parcels:</b>  While India is entering into e commerce business with big companies like Amazon, snap deal, flipkart etc, the parcel delivery workload is increasing day by day and delivery work is done by postmen. We are happy to increase our revenue in the department. In the mean while This work need proper infrastructure like manpower, vehicle, mobile phone for effective and timely delivery being very costly item enclosed in the parcels. As regards the department has handled business of five hundred crores on COD in the financial year of 2014-15 per day already handling 1.5 lakhs e-commerce delivery and there is good scope to generate more revenue to the department. While giving more attention to arrange this work, other work relating delivery of ordinarily mail is neglected under threat. Postman is also facing hardship to carry this heavy parcel without any proper equipment or any transportation charges.</p>	<p>Steps have been taken to procure 204 vehicles Maruti Echo &amp; Omni in Delhi and this will be supplied to all the Circles with the month of December and comprehensive orders have been issued regarding engagement of Outsources postal agents. We made it very clear that the Circles should expand areas &amp; within city where there is huge demand and staff is not available, gap analysis will be done. We have engaged consultants also specifically for parcel business and it is a 18 months long project . Delivery would also be addressed to the Nodal Delivery System specifically for parcels. We will be able to take care of that delivery of parcels will be completely separated &amp; will be continue to be delivered. Nodal Delivery system only in delivery for the Tier II and III cities. Rural areas we will wait for the consultancy to be completed, specifically for the work optimization, what4ever needs to be done we will do. We will see in comprehensive way. We are doing very limited COD for Amazon and Nap Toll. For COD articles there are two issues. One is updation of the delivery and other is remittance of COD value. We are working to procure handheld devises, android devises, App and Pilot has been rolled out. Handsets for Tier II and II cities. The COD value can be remitted and some changes can be done, Payment can be done through credit cards. Secretary said that there will be mechanized delivery in metro areas. Software integration will take time for delivery.</p> <p>Item is closed. No further action is required.</p>



48.	54.	<p><b>Irregular utilization of services of Postmen/ MTS employees in PA work :</b></p> <p>It has come to our notice that work of Postal Assistants is being done by Postmen/MTS in several Post Offices whereas there is already acute shortage of Postmen and MTS staff. They are pressured to work in the work of PA. The staff of postmen and MTS is quite ignorant to perform the duties of PA. If anything happens wrong, they will be held responsibility for contributory negligence since no proper training is imparted to them for performance the duties. To meet the deficiency of Postmen staff, combined duties for postmen staff are pressured causing acute harassment to the postmen staff and set back to delivery efficiency. On combined duties work of two postmen cannot be performed by one postmen when they are already overburdened for their own beat. It would be appreciated that postmen/MTS wherever engaged to perform the work of PA in post offices should be removed immediately for the above reasons.</p>	<p>Establishment may issue necessary instructions to all heads of Circles in this regard. However, Secretary (Posts) informed that if someone is willing to work as PA they may be allowed to continue.</p> <p>Item closed.</p>
49.	55.	<p><b>Maintaining Waiting list of qualified GDS\ MTS for promotion to Postman Cadre</b></p> <p>Waiting list qualified Postmen/MTS for promotion PA/SA is in practice under provision, likewise waiting list of GDS/ MTS qualified candidates is not maintained.. Maintaining waiting list be made under provision in respect of qualified Postmen/MTS, since qualifying examination next time is very difficult for them. To qualify promotional examination every time for GDS/MTS to postmen cadre is not less than hard nut to crack being very hard tough examination.</p>	<p>The proposal submitted by the Staff side will be examined within one month.</p>
50.	56.	<p><b>Case of Sexual Harassment of Women:</b></p> <p>It may be seen that there is time to time amending rules for safeguarding women on sexual harassment. But in practically it is seen that there is unabated rise on sexual harassment. Actually the cases are not taken seriously and accused are let off by simple warning or posting where as women folk get no justice to avoid such recurrence in future. For example :the matter on ABNORMAL DELAY IN TAKING ACTION AGAINST SHRI GOLAKA CHANDRA MOHANTY, SPOs OF CUTTACK NORTH DIVISION IN ODISHA CIRCLE ON SEXUAL HARASSMENT TO SMT. BINODINI DEHURI, BPM</p>	<p>As per Brochure on Joint Consultative Machinery and Compulsory Arbitration for Central Government Employees issued by the DoPT provides that in the Council individual cases will not be considered. In respect of Shri G. C. Mohanty, suitable is being taken by the Competent Authority and this need not be discussed in Council. Para may be dropped.</p>

		<p>KUMBHUKA B.O. A/C WITH AREI SO UNDER CUTTACK NORTH DIVISION OF ODISHA CIRCLE was referred to DG(Posts) vide this CHQ letter NP-IV/CHQ/Sex-Har/2015 Dated 27th May 2015 In this connection photocopies of all relevant documents relating to whole incident, which are self-explanatory, were sent for suitable and an early action with deterrent punishment against the culprit to avoid such recurrence in future. But no action seems to have been taken so far. Another case on MOCKERY OF HARASSMENT WITH MRS APRUSH BARATHE WORKING AS POSTAL ASSISTANT AT MODEL COLONY POST OFFICE PUNE BY THE SUB POSTMASTER OF MAHARASHTRA CIRCLE was referred to DG(Posts) vide this CHQ letter No P-IV/CHQ/14/Pune-Harassment/2015 Dated 04th Feb 2015 with request to direct the authorities to take deterrent action against the official at fault to avoid recurring of such sort of harassment particularly of such woman who has no fault on her part and repost her in the same post office otherwise it would prove another bolt from the blue. This shows apathy towards women folk despite lot of amendment to the rules on this issue only on papers.</p>	
51.	57.	<p>Provisioning the facility of mobile to Mail Overseer / Cash Overseers: Orders for reimbursement of the actual expenditure incurred on telephone subject to maximum of Rs 20/- per month are solicited with retrospective date. Order have not yet been implemented. It is requested to enhance the same to the minimum of Rs 100/-.</p>	<p>According to the observation of IFW, estimated expenditure involved in this regard has been called for from Circles. Shall be implemented after examining the same.</p> <p>No further action, item can be closed.</p>
52.	58.	<p><b>Revision of Postmen Norms assessment of scientific measurement of beats</b> The postmen beats are not measured by scientific methods like cyclometer and foot meter. In this connection constituted committee was formed two to three years back to look into the issue. Nothing has been heard in this regard. The analytical progress of the committee is not known since no comments/meeting has been called for to look into the various aspects of problems confronted by the postmen staff. Actually the present tendency regarding measuring of beats by guess work but actual work based on work norm is neglected causing hardship to the staff. While doing so following factors must also be kept in view in addition to other issues of postmen problems:- -</p>	<p>The Staff side may bring some unusually long beats to our notice and instructions will be issued to measure them scientifically so that this grievance is resolved once and for all. Response from Staff side is still awaited.</p>

		<p>(iii) Maximum number of houses to be visited during duty hours</p> <p>(94) Maximum number of articles to be delivered during duty hours</p> <p>(iii) Maximum length of beat to be covered during working hours</p> <p>(iv) Maximum weight to be carried during working hours.</p> <p>(v) Procurement of Bicycle for Postmen staff</p> <p>Further progress and availability giving target date and supply to the postmen staff is awaited.</p>	
53.	59.	<p><b>To create new additional postman post and increase at least 20,000 to 25,000 number of postman Posts:</b></p> <p>The number of postman is according to the 1975 to 1979 norms and population. But now the population of India has increased manifold but (DOPT Order in last 8 years) 2/3 number of postman post has been abolished. After 1979 the population of India has increased, metro cities have developed, new complexes of 7, 9, 11, 17 to 36 storied buildings and new sky-high buildings are being constructed. India is now on the verge of touching the sky. The number of Corporationsion Municipal Corporation has increased, the number of MLA.s in State Assembly and the number of MPs in the Parliament has increased, the number of Circles has increased from 18 Circle to 23 Circles; but the number Postman has not increased. It is true that the number of ordinary mails has decreased but the business of envelopes, SPL, E-Parcel and other business has increased day-by-day. Therefore the Union demands that permission should be taken from the Finance Minister to create new additional postman post and fill them and to increase atleast 20,000 to 25,000 Postman.If the number of postman are increased then alongwith the delivery work they can also do the work of RPLI, PLI, RD, Sukanya Account and Mail Pick Up.</p>	<p>No such proposal for creation of additional Postman Posts has been received from Circles in this Branch.</p> <p>It was also suggested that on line testing methods may be done as this is the only solution.</p> <p>Item closed.</p>
54.	60.	<p><b>Implementation of CGM (MB) Order – Case of all Circles :</b></p> <p>CGM (MB) had issued Orders to all the Circle Head to measure the walk of every Postman in every Postman Beat to make new revision case. The CGM (MB) had instructed to send information to DG regarding the number of additional justified postman post. The Order was issued when Shri S.K. Sinhaji was CGM (MB), now Member Postal Board but till date</p>	<p>Establishment review of delivery staff of all delivery post offices is under process. The inputs from all Circles (except H.P., A.P. and Karnataka Circles) are still awaited. The Circles have been once again directed to submit their response in the matter at the earliest. As soon as the inputs are received, the matter will be submitted to the competent authority. A committee will also be constituted.</p>

		the Order has not been implemented. So it is requested to please issue strict guidelines to implement this Order as soon as possible.	
55.	61.	<p><b>Minor Changes in Postman Remarks for Returned Articles Speed Post &amp; Register and all Accountable Articles:</b></p> <p>While taking returns of postman for registered articles in Meghdoot Postman Module, when the reason for return is taken as “Not Known”, the same article is kept in deposit, by default. The remark of “Not Known” is passed by the postman when the person named on the article is not available on the given address. In such cases, the article should be returned to sender which the present Meghdoot Postman Module keeps in deposit. This should be modified so as to the article with “Not Known Returned to Sender” remark should go to 43is patch. Further, where the address is correct but the recipient is not available, the remarks of “Absent” or “First Intimation” are necessary and the same are not available in the module which are essential to be provided. Also, in Speednet Module, common remark “Addressee Moved” is given for redirected articles as well as left address articles. It is necessary to provide separate remarks for articles of redirection and articles of left address. At present, there is only “Left India” remark is available for returns of speed post articles. Since, the modifications cannot be made locally, necessary action for modification is expected at appropriate level.</p>	<p>CEPT has been addressed on this issue to resolve the same.</p> <p>Where address is correct and addressee is not available, the remarks of “Door locked/first intimation” are already available.</p> <p>In Speednet module, remarks of “Addressee moved” are already available for redirection of articles. “Left address” can be added though the purpose can be served by another option available, “Returned to sender”. CEPT has been addressed to add the option of “Left address” also.</p>
56.	62.	<p><b>Delegation of Powers of Limited Transfers of GDS Staff to PMG:</b></p> <p>At present, the powers of Limited Transfers of GDS Staff are with the CPMGs. Due to such centralized powers, GDS Employees posted in remote areas from their native place face many problems when they seek transfers near to their native place. Further, the conditions for Transfers of GDS Staff required to be relaxed. And the powers of limited transfers of GDS Staff should be delegated to Regional PMGs. The condition of three years. service for transfer of GDS Employees appointed on compassionate ground needs to be removed.</p>	<p>The issue of conferring power to transfer a GDS under limited transfer facility to Regional PMGs was considered by Postal Service Board along with scheme of limited transfer facility in the year 2006 but was not agreed to and instead it was decided that powers in this regard will be vested in HOC.</p> <p>Item closed.</p>
57.	63.	<p>Revision of Eligibility for MTS to (PA-SA) LGO Examination – Reduce 5 years to 2 years: As per present provisions, minimum service criteria for appearing in the LGO for MTS to PA is 5 years of service as MTS. This criteria</p>	<p>Currently Multi Tasking Staffs (Grade Pay Rs.1800/- 6th CPC) with 5 years of regular service are eligible for promotion as Postal Assistant (G.P. Rs.2400/-) after successfully qualifying in the Departmental Examination.</p>

		<p>of length of service is to be modified and reduced to 2 years which is the probationary period fixed as per the revised confirmation rulings.</p>	<p>As per the guidelines for framing RRs circulated by DOP&amp;T for promotion from post with Rs.1800/- Grade Pay to post with Rs.1900/- Grade pay, the qualifying service required is 3 years. Further from the post with G.P&gt; Rs.1900 to the post in G.P. Rs.2400, 8 years qualifying service is required. Thus a total of 11 years qualified service is required for promotion from post with G.P. Rs.1800 (that of MTS) to post with G.P. Rs.2400/- (that of PA "CO").</p> <p>Therefore, the required qualifying service of 5 years stipulated in RRs of PA (CO) as mentioned above is already in lower side and does not require any further reduction.</p> <p>No further action. Item may be closed.</p>
58.	67.	<p><b>Item No./DC/15/15 – Provision of option for confirmation/verification of deposit amount in all types of accounts in Finacle Software:</b> In Finacle Software, menu for confirmation/verification of deposit amount in various categories, entered by counter clerks is not provided. If any incident for clerical mistake while entering the deposit amount occurs, the same cannot be corrected as there is no any option with supervisor for verification or correction of such amount. If such incident occurs in case of PPF/RD/SSY/TD/MIS/SCSS A/c where immediate withdrawal is not allowed, it becomes very crucial and problematic. So, it is requested to provide some option for confirmation/verification of deposit amount for the counter clerk in Finacle Software.</p>	<p>Provision of option for confirmation/verification of deposit amount in all types of accounts in Finacle Software. Matter has already been taken up with FSI vendor for providing solution.</p> <p>No further action. Item can be closed.</p>
59.	72.	<p><b>Old Items – Item No./DC/10/15 - Request for modification in DG Order No. DG P&amp;T No. 31-38/79-PE-I dated 22-5-1979 :</b> According to this Order the Time Factor allowed to Postmen for delivery of article is walk distance calculated for main road, cross road upto main gate of building, but while measuring the beat of Postman this distance is also not taken into account. There is no increase in <b>Time Factor for unregistered articles</b>, instead Time Factor has been reduced for delivery of unregistered articles.</p>	<p>This point merits consideration. The background is like this. A work study was carried out in 2010, and the norm for unregistered mail in multistoried buildings was reduced to .42 the Staff side then made a representation that it is inadequate and needs to be relaxed. Subsequently, in 2012, it was reviewed and increased to .72 for multi-storied buildings where mail boxes are not provided on the ground floor. It so happens that the norm for delivery of unregistered mail in other than multi-storied societies is also .72</p> <p>In this background, for the norm of unregistered mail in multistoried societies only, a fresh study may be carried out to resolve the matter. This</p>

		<p>Order DG P&amp;T No. 31-38/79-PE-I dated 22-5-1979 = distance travelled means distance covered on the main road; lanes and by-lanes. Distance covered for entering various houses and multi-storey buildings is included in the time factor for delivery of articles (DG P&amp;T No. 31-38/79-PE-I dated 22-5-1979).</p> <p>The correct way to measure the distance Door-to-door (delivery point) travelled should be taken into consideration alongwith the distance covered on the main road; lanes and by-lanes, distance covered for entering various houses, multi-storey buildings and door-to-door (delivery point) should also be measured in the time factor for delivery of articles.</p> <p>There is vast change from 1979 to 2015 regarding construction of multistoried buildings and malls. India is now on the verge of touching the sky. Union request that necessary modification may be Ordered while measuring the Postman Beat. The walk should be calculated actually to the door step of address or upto Post Boxes installed in premises of the building, ample correspondence has already been made in this regard.</p>	<p>would especially focus on entering various houses w.r.t. distance for door-to-door delivery. Accordingly, DDG (P) has been addressed to provide two ASPOs for conducting the work study.</p>
60.	73.	<p>Adoption of CGHS Rates revised in the year 2014:</p> <p>At present, CGHS rates applicable to departmental employees are finalized in the year 2010. In the year 2014, Ministry of Health of Government of India has revised the rates applicable to employees covered under CGHS and CSMA Rule 1942. However, Department of Posts has not applied the revised rate structure as per year 2014, till date. Due to presently applied rates of 2010 being very low, hospitals do not show much interest in providing services to staff covered under CGHS. So, it is very necessary to get the revised CGHS Rates in the year 2014 adopted by DOP.</p>	<p>All the Circles are being instructed to adopt the revised rates of 2014. This will be circulated.</p> <p>Item closed.</p>
61.	74.	<p><b><u>CONSTITUTION OF JCM IN CIVIL WING:</u></b></p> <p>As it is aware, the Postal Civil Wing is functioning in the Department as a separate establishment under the Chief Engineer at the</p>	<p>There is already a JCM in Department of Posts. The grievances of the Civil Wing can also be taken up in the JCM. As such there is no need for a separate JCM for Civil Wing.</p>

		Directorate level and Superintending Engineers at the Postal Civil Circle without having any administrative control by the Circle Chief Postmaster Generals hence the issues relating to the Civil Wing are not attended by any Chief Postmaster Generals or by the Regional Level JCMs. It is, therefore, proposed that the Joint Consultative Machinery at the level of Chief Engineer at the Directorate level and Superintending Engineers at Circle Level should be constituted so as to enable the Unions can present their grievances officially and sort out the various issues relating to the administrative issues.	
62.	75.	<b><u>RE-ORGANISATION OF CIVIL WING:</u></b> On bifurcation of the Department of Posts & Telecom, very meager number of Civil and Electrical Divisions were sanctioned for the Department considering then situation of the Department of Posts. But the present day situation warrants more strengthened Civil Wing to meet the requirement of infrastructural development of the Department. Hence, it is proposed to constitute a Committee for studying the re-organisation of Civil Wing including the representatives of the recognized Unions.	A meeting was held on 01-08-2016 between the Chief Engineer (Civil) (HQ) and representatives of the union, wherein the matter was discussed. No further action, item can be closed.
63.	76.	<b><u>CADRE RESTRUCTURING OF CIVIL WING EMPLOYEES:</u></b> A committee headed by Shri Lokesh Mehta, Superintending Engineer (HQ) was constituted by the Department and the Committee has submitted its report on 16.3.2015. The same has not yet been accepted yet. Necessary action to accept the same may be initiated at the earliest.	A meeting was held on 1-08-2016 between the Chief Engineer (Civil) (HQ) and representatives of unions, wherein the unions were requested to submit a fresh proposal for restructuring citing basis of the same, so that the same may be examined and processed in this office, but same is still awaited from Union side.  No further action by Civil Wing till a fresh proposal is finished by Union.
64.	77.	<b><u>CLEARANCE OF PROBATION OF NEWLY RECRUITED JUNIOR ENGINEERS</u></b> The recruitment to posts of Junior Engineers Civil & Electrical were commenced as long back as 2010. But the Superintending Engineers are not issuing the clearance of probation period of the incumbent even though they are eligible for confirming in the grade on completion of two years as per the existing orders of the Government. The reason for non-issue of the clearance of probation period is due to the reason that these incumbents have not undergone the training as stipulated in the	Action has already been taken vide order dated 20-5-2016 and 27-09-2016. No further action, item can be closed.

		<p>appointment orders. In this connection it is submitted that the Department has not made any arrangement for undergoing the training by the Junior Engineers either by the Department of Posts or by out sourcing the same through other Department like CPWD. The prolonging of the declaration of confirmation and clearance of probation may affect their career prospects. The matter may be considered with utmost urgent basis.</p>	
65.	78.	<p><b><u>TREATING THE STENOGRAPHERS AS A COMMON CATEGORY</u></b>  It is pertinent to note that the mode of recruitment of the Stenographers are one and the same in Subordinate as well as in Central Secretariat Services. It is through a common competitive examination conducted by the Staff Selection Commission (SSC), Govt of India, on an All India basis. The pay scale is the same for Secretariat and non-Secretariat service at entry grade. Further it is nowhere mentioned in the notice issued by SSC at the time of recruitment that the pay structure will be fixed at different scales of pay depending on the place of posting i.e. Central Secretariat or Subordinate offices. Being "COMMON CATEGORY" fixing different Pay Scales based on the place of work is against the principle of "Equal pay for Equal work". VI CPC recommended for treating stenographers in field offices and Central Secretariat equally. Govt. also accepted parity upto the level of Personal Assistants in both field and CSSS cadre. But it has not been implemented. There should not be different cadre in stenographers. All benefits and promotional avenues entitled to CSSS cadre should be given to subordinate office stenographers.</p>	<p>Cadre restructuring of Stenographers. cadre done vide 25-25/2013-PE-I dated 19.04.2016.</p> <p>Item closed.</p>
66.	79.	<p><b><u>APPOINTMENT OF DRAUGHTSMAN IN CIVIL DIVISIONS:</u></b>  As per the information available, there are no Junior Draughtsman is at present working in the Civil Wing. The post of Draughtsman carries higher responsible duties in the Division Offices which is at present looked after by the unqualified ministerial staff. The recruitment rule for the Draughtsman has also not been framed yet as per the requirement of VI CPC. The MTS i.e. then Group-D who are having qualifications are not also promoted to the post of Draughtsman.</p>	<p>Recruitment Rules has now been finalized and published in the Gazette notification dated 02-11-2016.</p> <p>No further action, item can be closed.</p>



67.	80.	<p><b><u>DEPARTMENTAL PROMOTION OF MTS</u></b></p> <p>The department has sought information regarding the working MTS who possess 12th Class pass vide letter No.10/10/2010/CWP dated 17.09.2010 but no further action has been taken and directions to concerned Superintending Engineers are pending till date hence the eligible promotions have been denied to the MTS</p>	<p>All Superintending Engineers (Civil) have already been requested to conduct the exam and fill up the vacancies of WC Grade-II against promotion quota as per Recruitment Rules vide letter dated 04-08-2016.</p>
68.	81.	<p><b><u>HOLDING OF REGULAR MACP SCREEDING COMMITTEE</u></b></p> <p>The standing instructions of the Department of Personnel &amp; Training OM No.35034/3/2008-Estt(D) dated 19.05.2009 the Screening Committee should meet twice in every year – January and July – but in the Civil Wing is not following the instruction. Hence, the Ses. May be directed to follow strictly to avoid delay in getting the benefits to staff members.</p>	<p>Instruction for holding regular MACP screening committee had already been issued to all field units. Field units are holding such meetings. Letters dated 10-03-2016, 22-09-2016 and 28-07-2016 from SE(C), PCC, Ahmedabad &amp; Patna and SE (Elect.) Bangalore have been received.</p> <p>No further action, item can be closed.</p>
69.	82.	<p><b><u>UPGRADATION OF GRADE PAY TO WIREMAN</u></b></p> <p>The up-gradation of grade pay to wire man cadre in the Department is pending in various offices due to non-availability of clear cut clarification regarding the type of training they required to be acquired for up-gradation of grade pay.</p>	<p>A meeting was held on 01-08-2016 between the Chief Engineer (Civil) (HQ) and representatives of the unions, wherein it was decided that the matter shall be taken up in next union meeting on production of relevant facts by union. Relevant facts are yet to be submitted by unions.</p>
70.	83.	<p><b><u>GRANT OF SELECTION GRADE PAY TO LIFT OPERATORS</u></b></p> <p>As per the judgement of Hon.ble Court the Department has extended the benefit of Selection Grade to Shri K.L.Tiwari, Lift Operator vide letter No.3-2/2013-CWP/627 dated 03.06.2013 and subsequent clarification of even no.945 dated 17.06.2014. But there are number of Lift Operators who are eligible for the same benefit is available in the Department. The benefit as extended to Shri K.L.Tiwari, Lift Operator petitioner in the Court Case to all others also to avoid litigation and time loss</p>	<p>SE (Elect), PEC, New Delhi has informed that needful has been done.</p> <p>No action pending, item closed.</p>
71.	84.	<p><b><u>POSTING OF MINISTERIAL STAFF IN THE HOME STATE ITSELF</u></b></p> <p>At present the cadre ministerial cadre is divided as Assistant/Works Clerk Grade-I/Grade-II. Even though we have placed before the Cadre Restructuring Committee to bring all these cadres at par with the Postal Assistants and if the same is accepted by the Department the implementation may consume lot of time as it</p>	<p>The point raised in the item is not clear. However the following was explained: Department has issued 'Transfer Policy' guidelines in supersession of earlier orders / guidelines vide letter No.141-141/2013-SPB-II dated 31/01/2014 which are applicable to officials of Group 'A' to 'C' (other than the officers of IPoS Group 'A'). Inclusion of WC Grade-I clerks in Rule 38</p>

		requires consultation with other Departments also. Till such time, the transfer and postings of the Grade-I and Grade-II clerks may be restricted within the Home State by interchanging the posts with Division and Sub-Division offices under the co-ordination circles. Further, the WC Grade-I clerks may also be incorporated in the Rule-38 transfers within the Department.	needs to be examined in consultation with Establishment Division. No further action. Item can be closed.
72.	85.	<b>Provision of Departmental / Rly. Building for Gurgaon/ Bhiwani Stg. And Rewari RMS.</b> Both stg offices are functioning in a rented private buildings where sufficient space is not available. Besides this land lords mercy etc. is awaited for any renovation, However Rewari RMS is functioning in a cement Godown of Rewari Rly. Station, without safety /basic facilities. This item is pending in JCM (RC) since February 2014.	<b>Gurgaon:</b> At Gurgaon, there is either no stoppage or very little stoppage of mail carrying trains. The mails are received / dispatched from / to Delhi point through Mail Motor. Therefore, there is no necessity of RMS Building at Railways Station. Presently, Gurgaon Sorting office is functioning in a rented building where sufficient accommodation is available. As far as construction of departmental building is concerned, no department land is available for construction of building at Gurgaon. <b>Bhiwani Sorting:</b> There is no frequent exchange of mail at Bhiwani R.S. therefore, there is no necessity of building at Railway Station. Presently, Bhiwani Sorting is functioning in a rented building where sufficient accommodation has been provided. No departmental land is available for construction of departmental building at Bhiwani. <b>Rewari RMS:</b> Railway building at Railway Station was available at Rewari Railway Station. However, a few year back, on renovation of platform, old building was demolished. Presently Rewari RMS is functioning in accommodation provided by Railways at Rewari. There is necessity of building at Railway Station for which the manner is being initiated.  No action pending. Item closed.
73.	86.	<b>Payment of OTA to the official drawing more than Rs.2200/— in pre revised scale</b> This item is pending since 2010 in circle. The circle office is waiting for reply from Directorate in this regard. One time relaxation may please be given and all pending OTA should be drawn.	Already discussed. Same as item No.30.  No action. Item closed.
74.	87.	Mails from Sorting office of Haryana Circle are being shifted to AMPC New Delhi. It causes delay to mails. Drop proposal of shifting mails to AMPC Delhi from the offices of NCR.	It has been reported by Haryana Circle that no unsorted mail from Haryana Sorting is being shifted to AMPC Delhi. Further no proposal for shifting of mail from Sorting Office of Haryana Circle to AMPC New Delhi has been

			<p>acceded so far. The matter may therefore be treated as closed.</p> <p>Item is closed. No further action is required.</p>
75.	88.	<p><b>Shift Parcel hub from Gurgaon Sorting to Haryana Stg. Office</b></p> <p>There is space problem far parcel hub in Gurgaon Stg. Public generally come far quarrel when their vehicle have no space to pass at the time exchange of mail. Delhi is connected with all over the country from Rly. Gurgaon cause undue delay to parcels of public</p>	<p>The Parcel Hub Gurgaon has been shifted to Faridabad sorting office and now there is no such problem.</p> <p>Item is closed. No further action is required.</p>
76.	89.	<p><b>Repair of Rly. X-ing at Panipat / Hissar and provision of fly. X-ing at Kurukshetra Stg.</b></p> <p>Railway crossings at Panipat, Hissa and Kurukshetra are in bad condition. Hand Truks cannot be plied on them. Staff has to cross the Railway lines toechange the mails. This matter is pending since 2010 . The circle office has made correspondence with Dte. The reply is awaited.</p>	<p>In this connection, it is submitted that as per report received from Haryana Circle, the crossing at Railway station Hisar for carriage of mails has been repaired by Railway authorities. At railway station Kurukshetra, iron pillars have been fixed at crossings between platforms and distance/gap between pillars is too short to cross the hand trucks of RMS for carriage of mails bu the the position is same till date. The matter has been taken up with railway authorities by SRM "HR" Division Ambala. Crossings at R.S. Panipat has been repaired as intimated by SRM "HR" Division Ambala.</p> <p>Item is closed. No further action is required.</p>
77.	91.	<p><b>Polythene bags from RMS offices</b></p> <p>Polythene bags are being used in RMS offices in place of canvas and blue bags. Adequate supply of canvas bags has not been ensured so far. Even bags of fertilizers, cement etc are being used for transmitting postal articles. Most of the bags are devoid of the nomenclature and logo of the dept. These bags cause environment pollution in addition to health problems. Action is requested for the supply of the canvas bags withdrawing all the polythene from use.</p>	<p>Use of Polypropylene bags with prescribed Postal logo was allowed by the Directorate only as a temporary measure to tide over the shortage of bags the postal network.</p> <p>The Directorate has since supplied approximately 12.50 lakh umber of Blue Air Mail Bags to different circles. Also Nylon Oxford Blue Water Repellent Air Mail Bags are being supplied, a total of 1.25 lakh number of Nylon Air Mail Bangs will be supplied by March, 2017.</p> <p>Besides, full Financial powers have since been delegated to all HOCs to procure Blue Air Mail Bags, Nylon Air Mail Bags and Speed Post Bags for a period of one year, initially, with provision for review on the basis of feedback from the circles vide the Directorate.s letter No.2-1/2015-UPE dated 27th June, 2016.</p>
78.	92.	<p><b>Utilization of MNOP funds:-</b></p> <p>MNOP funds are not being utilized for needy and essential items. Materials are being</p>	<p>The funds under Mail Network Optimization Project (MNOP) are allotted and utilized as per approved EFC Plan and the list of items to</p>

		<p>purchased without any consultation with staff side. Priority items are neglected and funds are being utilized for the items which are not required for the functioning of RMS offices. A review of the utilization of funds is requested and instruction may be issued to prepare priority list for the utilization of funds.</p>	<p>be procured or work to be done under the plan was also circulated to the Circles as per the approved outlay. The fund utilization is reviewed from time to time by the Directorate. No further action has to be taken in this matter. Hence this issue may be treated as closed.</p> <p>Item is closed. No further action is required.</p>
79.	93.	<p><b>Norms for Parcel hubs:-</b> Norms for the handling of Parcels have not been revised after computerization of Parcel hubs. Kindly do the needful for fixing norms for the PL Stg. Hubs.</p>	<p>At present, the work study for the case cannot be carried out owing to unavailability of staff. DDG (P) has been requested to provide two ASPs to Work Study Unit.</p> <p>The work study for the revision of handling norms of Parcels of Parcel Hubs will be carried out once the staff is provided to Work Study Unit.</p>
80.	94.	<p><b>Non filling of LSG and HSG-II posts:</b> Some of the LSG and HSG- II posts in RMS `CT` and `EK` Dn are kept vacant stating that these posts are abolished. Promotional posts cannot be abolished and instruction may kindly be issued to fill up the posts.</p>	<p>The Kerala circle has reported that no LSG/ HSG-II Posts have been abolished as alleged in the agenda item. However in RMS “EK” Division 5 LSG posts out of 26 are kept in skeleton form for want of justification.</p> <p>In this regard, further clarification from the Kerala Circle has been sought vide letter No.137-72/2013-SPB-II dated 22-04-2016 and subsequent reminder dated 08-12-2016.</p>
81.	95.	<p><b>Replacement of sealing wax:-</b> The wax presently under use for sealing wax caused health problems to the staff and destroying look and feel of the RMS offices. Kindly do the needful for the replacement of the wax by a suitable bag sealing system.</p>	<p>At present, lead seal and ordinary plastic seals are being used for sealing bags in different mail offices, instead of sealing wax, due to environmental reasons.</p> <p>In addition, the Department has entered into an MOU with IIT, Mumbai for developing innovative products and services. The project to design and develop “single use self locking plastic seals” and tag labels was entrusted to IIT, Mumbai.</p> <p>As per design and prototype prepared by IIT, Mumbai for supply of 50,000 plastic seals with metal insert and 50,000 plastic seals without metal insert direct to Delhi, Karnataka and Maharashtra Circles identified as pilot cities for use of plastic seals. Based on feedback to be received from Circles identified for pilot, instructions for use of plastic seals will be issued across the country. Till then the Circles may procure and use lead seals and ordinary plastic seals for closing of bags.</p> <p>A Committee at the Directorate level has been set up for this matter. Report from the Committee is expected to be received soon.</p>

82.	97.	<p><b>Railway co-ordination Committee:-</b> Railway co-ordination committee meeting are not being conducted Promptly in circles and this causes delay in settling the problems with Railways. Kindly do the needful for the holding periodical co-ordination meeting with Railway authorities</p>	<p>Secretary (Posts) along with Member (Operations) met the Chairman Railway Board and discussed. Necessary instructions have been issued to the Circles to hold periodical co-ordination meetings with Railway authorities. 20 trunk routes in the country have been identified and it was requested for parcel SLR. Some of postal vans constructed were not deployed due to some reasons. The requirement is heaviest in these routes. Atleast 80 postal vans can be deployed and once this is done the problem will be sorted out.</p> <p>Item is closed. No further action is required.</p>
83.	98.	<p><b>Construction RMS Building (RMS Bhawan) at Bharalumukh, Guwahati</b> This is a long pending problem. Due to numerous problems created by Railway Authorities Guwahati RMS is passing through a difficult situation in respect of accommodation. There is no space for keeping the incoming and outgoing mails outside the office. The main entrance of the office has been blocked both from platform side and from outside. A narrow passage has been provided temporarily by the railways for transacting the mails from outside the office. The staffs have to turn around to enter the railway platform for mail transaction. Earlier there was a plan proposal to construct a multistoried building in the departmental land at Bharalumukh just 2 KM away from the RS. That was not materialized. Now a fresh case has been taken up the CO, Assam Circle to construct a multi storied building at the same site so as accommodate all RMS offices keeping only a TMO at RS. It is learnt that the Directorate has agreed in principle to expedite the same. Plan and required fund should be provided on priority basis so that the sufferings of Guwahati RMS can be reduced at earliest possible time.</p>	<p>Bharalumukh RMS Bhawan (Guwahati Sorting) Office is an approved plan project of 12th Five Year Plan and SOA of the project has been approved and intimated to Assam Circle vide office letter dated 28-03-2016. Further pre-construction formalities are under process in Assam Circle which has been received and is under examination.</p>
84.	99.	<p><b>Holiday Home at Kanya Kumari has been closed.</b> Maximum Employees go to Kanya Kumari on LTC and facing difficulty in getting accommodation and there is no Holiday home at Chennai. Holiday homes may be provided at both these stations.</p>	<p>It has been reported by the Tamil Nadu Circle that the FRAC is likely to give their recommendation for fixation of rent for the Holiday Home at Vivekanand Kendra, Kanyakumari shortly. Holiday Home at BPC Tambaram, in Chennai located in Tambaram Railway Station premises has been opened on 15/08/2015. A proposal for opening of another Holiday Home at Chennai is being examined by the Tamil Nadu Circle.</p>

85.	102.	<p><b>Filling up of vacant posts in the Circle Administrative office on emergent basis.</b></p> <p>While for operative offices recruitments were going on, for Administrative offices recruitment process stops since long. Even recruitment from 01-01-2011 to 31-12-2014 in PA(CO) cadre has since being stopped, vacancies against retirements and VRS are going on in large numbers. No recruitments for MTS also since long.</p>	<p>The Directorate has intimated SSC 5206 vacancies of PA/SA for the year 2015 and 3218 vacancies for 2016 for filling up of the vacancies in the cadre of PA/SA against direct recruitment quota. Promotion quota vacancies are filled through LGO exam by the circles itself in routine manner.</p> <p>223 posts of PA (CO/RO) were included in the 3559 posts of PA/SA for the year 2015-16 given to the SSC for recruitment under CHSL 2015. Result of the Aptitude Test has been declared by the SSC. Skill Test is yet to be conducted. The result of the Recruitment Exam CHSL-2015 is expected in the next few months.</p> <p>As regards filling up of vacancies in MTS cadre from GDS/Casual Labourers, Circles are again being asked to take the urgent action.</p>
86.	103.	<p><b>Arrange for filling up of vacant posts in the o/o the DPLI in the face of modernization.</b></p> <p>Consequent upon modernization plan an introduction of new items of work, DPLI office requires more staff.</p>	<p>DPLI Kolkata has requested Dte to arrange for including vacancies of PAs of his office in recruitment plan of West Bengal Circle. CPMG WG Circle vide letter No.Rectt/R-8/Director Quota/2015-16 (Vac) dated 14-08-2015 has sought the approval of Directorate for the same. Secretary (Posts) assured that a permanent Director will be posted to look into the issues. To be taken up with Personnel division/Member (P) after assessment of workload.</p>
87.	104.	<p><b>Stop diversion of 809 posts of PAs/ Supervisors from PLI section of Circle offices and DPLI to Central Processing Centres.</b></p> <p>For long Circle Administrative offices were running with huge shortage of staff even the results of direct PA exam has been held in abeyance whereas many new items of work and induction of technology have opened additional burden for Circle offices.</p>	<p>It was informed that no diversion has been done.</p> <p>Since these are PLI posts, they should be redeployed only for PLI/RPLI work. Vacancies in other sections of Circle offices should be filled up by Heads of circles as per rules.</p> <p>As far as deployment of posts of PLI section is concerned, the proposal has now been held in abeyance. Though item 16 and 104 are contradictory to each other, if action of redeployment of 809 posts of PA/Supervisor from PLI section of Cos/DPLI Kolkata to CPCs in HOs is processed and approved, then it will mitigate the demand of staff as listed in item 16. No further action. Item to be closed.</p>
88.	105.	<p><b>Extension of facility for the PLI policy holders working in State/Central/ Undertaking Govt. directly from their salary.</b></p> <p>The pay recovery facility for PLI policy holders working in the state and Central Govts. Including PSUs sometimes fail on change of DDOs due to transfer etc, so the facility of PLI premium recovery directly from their salary account may be extended to boost up the PLI business.</p>	<p>PLI premium pay recovery facility for all Govt. employees is already in place. Under the new system for cash policies, insurants will have the option to pay premia through ECS/debit card etc.</p> <p>No further action. Item can be closed.</p>

89.	106.	<p><b>Ensure correct fixation of those MTS who were granted ACP-I &amp; ACP-II between 01-01-2006 and 31-08-2008 while fixing up of pay on MACP after 01-09-2008 in the light of Postal Dte.'s order 1-20/2008-PCC dtd 04-11-2013.</b></p> <p>An anomalous order issued under Dte.s letter no 1-20/2008-PCC dtd 18-07-2011 was set right through Dte.s another order on 1-20/2008-PCC dtd 04-11-2013, but the order has not been implemented causing huge recovery in many circles.</p>	<p>The matter has already been reiterated vide DG Communication No.1-9/2014-PCC dated 01/05/2015. Clarification orders will be issued again.</p> <p>No action. Item closed.</p>
90.	107.	<p><b>Discrimination relating to applicability of CGHS facilities in case of Postal Pensioners leaving in non CGHS areas.</b></p> <p>Only postal pensioners leaving in non CGHS area are denied this facility.</p>	<p>The issue of providing CGHS facilities to postal pensioner was raised with the Nodal Ministries i.e., the Ministry of Pension &amp; Pensioners, Welfare as well as with the Ministry of Health &amp; Family Welfare at the level of Secretary.</p>
91.	108.	<p>Arbitrary decrease in bonus in respect of PLI/RPLI policies need to be stopped for the sake of PLI/RPLI business the order of decreasing trend of bonus need to be withdrawn.</p>	<p>It was informed that Bonus has not decreased only business decreased during last two years. Admissible bonus is declared in valuation of PLI / RPLI funds every year which is being done after following due procedure and no arbitrariness is involved.</p> <p>No action pending. Item can be closed.</p>
92.	109.	<p><b>Stop imposition of Service Tax on PLI/RPLI business.</b></p> <p>Consequent upon imposition of Service Tax on PLI/RPLI business has been decreasing the business</p>	<p>Levying of Service Tax is a policy decision of the Government of India and therefore, is levied on PLI / RPLI premium in compliance with the policy of the Government Rate of tax also is decided by the Govt. and any revision in the rate of tax as and when ordered by the Govt. is being implemented in compliance with the orders of the Govt.</p> <p>No further action. Item to be closed.</p>
93.	110/	<p><b>Arrangement for orientation training for CO/RO staff</b></p> <p>in the light of induction of new technology CO/RO staff needs to be trained.</p>	<p>In pursuance of the Postal Training Policy, 2012, there is a provision for induction training at the time of entry into service and three mid-career training programmes for all the cadres of the Department including CO/RO staff. The training programmes include IT Modernization Project related training also which is being provided by the concerned vender(s) and incorporated in the Standard Training Packages (STPs).</p> <p>It was assured that training would be given to staff.</p>
94.	111.	<p>All Circle offices/Regional offices/DPLI office, Kolkata may also be allowed to function as Circle Processing Centres while implementing</p>	<p>A proposal is under consideration of the PLI Dte to allow Circle Offices/Regional Offices and Divisional Offices to accept premium</p>

		core insurance solution (CIS) through McCamish software for steady growth of PLI/RPLI business.	payment and issue of policy bonds claim settlement will however, continue to be done by CPCs. The proposal under consideration.
95.	112.	Stop harassment and victimization of staff in the name of PLI/RPLI. Notes: Although Dte has recently ordered in this regard some Circles are not following	No case of any harassment has been reported to this Directorate.  No further action. Item to be closed.
96.	113.	<b>Irregular recovery from SBCO Staff deemed for Contributory negligence :-</b> It is learnt that as per Dte. Commn. No. C-32016/07/2006-VP Dt. 14.11.2006 the penalty of recovery can be imposed upon a Govt. Servant only where it is established that he is directly responsible for the act of negligence causing the financial loss to the Govt. but it has been noticed from the different circles that Divisional Head are deliberately imposing penalty for recovery from SBCO Staff framing them as subsidiary offender for contributory negligence whereas they are not directly involved with any type of transactions performed by the Post Offices (Operative) Staff. The SBCO Staff are exercising the 59 authoritative duties of Audit & Accounting as and when the vouchers are transferred to SBCO after days together. This may kindly be looked into and suitable instructions should be issued to all Circle Heads in this regard.	Rule 106 of the Postal Volume III provides that "In case of proceedings relating to recovery of pecuniary losses caused to the Government by negligence, or breach of orders by a Government servant, the penalty of recovery can be imposed only when it is established that the Government servant was responsible for a particular act or acts of negligence or breach of orders or rules and the negligence or breach caused the loss". Further, Rule 107 provides that "In a case of loss caused to the Government, the competent disciplinary authority should correctly assess in a realistic manner the contributory negligence on the part of an officer and while determining any omission or lapses on the part of an officer, the bearing of such lapses on the loss considered and the extenuating circumstances in which the duties were performed by the officer shall be given due weight. The staff can also resort to the statutory remedies available under CCS (CCA) Rules, 1965, in the form of appeal/review and petition, if they feel aggrieved with the orders of the Disciplinary Authority including if they are aggrieved with the method of calculation of contributory negligence. No further action. Item may be closed.
97.	114.	<b>Relief to SBCO Staff from rotational transfer liability :-</b> (i) It is learnt that there is no periodical rotation policy is applicable for Gr. 'C' & 'D' staff from one station to another station for away in the Department except low paid SBCO staff. During their rotational after scheduled interval the staff have to be constrained for double / triple establishments causing financial burden as well as adverse effect on their social liabilities toward family. It is requested that to maintain equality for all similarly situated Gr. "C" employees in the Department, the transfer liability for SBCO staff would be abolished.	As per Rules 37, all officials of the Department are liable to be transferred to any part of India unless it is expressly ordered otherwise for any particular class or classes of officials. Instruction was issued to Maharashtra, Chattisgarh, Rajasthan and Uttarakhand Circles and report was called for. As per report received by Uttarakhand and Chattisgarh, it is seen that Uttarakhand has conveyed that cluster cannot be framed due to difficult terrain, therefore the transfer of SBCO officials is done as per willingness of the officials. Chattisgarh has confirmed that they are transferring SBCO Officials within the cluster as per willingness of the SBCO officials.



		<p>(xiii) It has been observed that despite of repeated representation to Top Administration by the Association the rotation transfer policy framed by the Department for SBCO Staff are not being adhered to by the Head of the Circles. To 60uthorit the hardship of SBCO staff. The Directorate has framed a policy vide No. 93-8/97-SPB II dt. 30.03.99 and 141-77/2000-SPB II dt. 02.03.2000 and accordingly 2-3 H.Pos as for contiguous were grouped together in each Circle for transfer of SBCO staff within such group (cluster) during rotational transfer. The Hos grouped together must have principle of contiguity within a Division.</p> <p>The Association has noticed that some Circles like, Maharashtra, Chhatisgarh, Rajasthan and Uttarakhand Circle have not yet formed such group of Hos and thus the latest instruction issued by Directorate in this regard vide No. 141-229/2014-SPB II dt. 28.01.2015 are not being adhered to.</p> <p>It is therefore requested to cause issue orders to left out Circles for formation of group of Hos in accordance with aforesaid Directorate instructions.</p>	<p>Reminder issued to Maharashtra and Rajasthan Circle On 13-01-2016. Reports are still awaited.</p>
98.	115.	<p><b>Decision of similarly situated cases once decided by Apex Court to maintain uniformity &amp; liquidity of litigations :-</b></p> <p>It has been noticed that the decision of Apex Court delivered in a particular case is not being implemented for similarly situated cases under fundamental law where the Honourable CAT (PB) New Delhi in its marvelous judgement passed in OA No. 864/2014 (Om Prakash &amp; Others V/s UOI) on 12.03.14 has held that "Once an order has been passed by this Tribunal and it has also been upheld at the level of Supreme Court, there is no question of waiting for an approval from any Govt., Department for implementation of the same. The respondents, therefore, should have considered the representation of the applicants on merits." The Judgement/order dt. 16.08.2004 of Honourable CAT Calcutta passed in OA 1148/2003 upheld by the Honourable Supreme Court of India has since been complied with the Department for limited employees and representations of similarly situated employees are kept pending which encourages them for</p>	<p>Instructions have been issued to all concerned. Most of the circles have also informed that the Apex Court decision would be implemented to avoid unnecessary representation and litigation.</p>

		<p>litigations. Accordingly the applicants filed OA No. 701/2006 before Honourable CAT Hyderabad and orders of Honourable CAT Hyderabad has been upheld by Honourable High Court Hyderabad in WP No. 31500/2011 vide order dt. 09.04.15.</p> <p>The issue may kindly be considered vigorously and Apex Court decision may be implemented for all similar cases to avoid unnecessary litigations and to provide justice to staff under fundamental Rules.</p>	
99.	116.	<p>Role of SBCO Staff after implementation of CBS Scheme in the Department :</p> <p>It has been observed that no separate Control procedure for SBCO are received to suit Finacle Environment in respect of CBS scheme and also brought to your kind notice that no authorities are giving authoritative guidance for role of SBCO staff in respect of CBS. The issue stands brought to the notice of Department by Association vide letter dt. 05.04.14.</p> <p>It is therefore requested to decide the role of SBCO and cause issue of a Manual regarding.</p>	<p>The Division has already issued instructions relating to change of role of SBCO in the backdrop of implementation of CBS vide order No.14/2015 dated 19-10-2015 and addendum dated 25-05-2016.</p> <p>No further action. Item may be closed.</p>
100.	117.	<p>Filling up the vacant Supervisory Posts (NB) in SBCO Cadre :</p> <p>It has been learnt that regular promotions to LSG, HSG II &amp; HSG-I SBCO cadre are not taken up periodically in all Circles N.B. Posts are lying vacant. Recently the new Recruitment Rules for HSG-II &amp; HSG-I posts have been framed by the Department and accordingly the qualifying period have been enhanced for 5 years and 6 years respectively. As a result the eligible candidates are not available and HSG II &amp; HSG-I posts are lying vacant.</p> <p>As per norms no monetary benefits are allowed to the officials promoted to Supervisory (NB) posts for shouldering higher responsibility.</p> <p>There is no qualifying period in any Cadre (Group "C") of the Department viz. promotion of Ipos / IRMS to ASPB/RMS Cadre with monetary gain.</p> <p>It is also considered that eligible officials of BCR/MACPs drawing identical pay &amp; allowances of LSG, HSG II &amp; HSG-I (NB) posts are available and they may be promoted as per seniority cum fitness basis against vacant post without any financial implications.</p>	<p>The Directorate has been impressing upon the Circles from time to time for holding the Departmental Promotion Committee, Departmental Screening Committee (DPC / DSC) timely for promotion / placement in various cadres. The instructions were again issued to all Heads of the Circles vide D.O. No. 137-15/2014-SPB-II dated 25/06/2015. Circles have again been reminded for filling up these vacancies at the earliest vide letter number 137-15/2014-SPB-II dated 08/12/2015 and 08-12-2016.</p>

101.	118.	<p><b>Posting of Office bearers on sensitive posts</b>– violation of instructions. In Rajasthan, Andhra, Odisha, M.P and U.P. office bearers of unions are being posted against the sensitive posts which results in leakage of official information . There are clear instructions that office bearers may not be posted against sensitive posts. Instructions may kindly be reiterated.</p>	<p>The Directorate has issued instruction vide letter No.141-141/2013-SBP-II(pt) dated 29-10-2015 and subsequent reminder dated 22-01-2016, 10-02-2016, 3-3-2016, 20-05-2016 and latest reminder vide letter No.135-03/2009-SPB-II dated 05-12-2016 to Head of Circles to carry out rotation of Government servants on sensitive and non-sensitive posts. In this regard instructions to circles will again be sent.</p>
102.	119.	<p><b>Departmental Buildings for PAOs:</b> Even decades after Departmentalization, suitable accommodation has not been provided to the PAOs. There are many PAOs, which are not having their own departmental buildings. PAOs at Hyderabad, Trivendrum, Patna, Ahmedabad, Guwahati, Shillong, are very poorly accommodated. Newly formed PAOs, it is learnt that, are not operationalized due to lack of accommodation. Hence, it is requested to cause action to construct Departmental buildings to PAOs.</p>	<p>PAO wing of the circles are provided separate departmental accommodation in various circles. As per Assam Circle DA(P) at Guwahati is accommodated in suitable rented building. North East Circle has intimated that suitable accommodation has been provided to DA(P). In Bihar circle PAO is already running in departmental building and further vertical extension of 2 floor of the building is in the progress which will facilitate proper accommodation to cater the need of space for PAO Bihar.</p> <p>It was informed that PAO is under construction wherever it is justified. And it was assured that in the next year Trivandrum and Hyderabad will be considered.</p>
103.	120.	<p><b>Implementation of the judgment of Hon’ble Supreme Court of India in the Civil Appeal No. 6046-6047 of 2004 in Rohtas Bhankhar &amp; Others Vs. Union of India:</b> DOP&amp;T vide O.M. No. 36012/23/96-Estt.(Res) dated 22-07-1997 withdrawn the lower qualifying marks / lesser standard of evaluation in r/o SC / ST candidates in the Departmental Examinations. Accordingly the request for review of the results in respect of the JAO Part-II examination held from 23-07-1997 to 25-07-1997 was rejected. Now , the Hon.ble Supreme Court of India deciding the Civil Appeal No. 6046-6047 of 2004 in Rohtas Bhankhar &amp; Others Vs. Union of India and Another declared the above said O.M. illegal and ordered modification of the results in the Section Officers / Stenographers (Grade B/ Grade-I) Limited Departmental Competitive Examination, 1996. As the O.M issued by the DOP&amp;T itself is declared illegal by the highest</p>	<p>The matter was referred to DOP&amp;T for examination in the light of Hon.ble Supreme Court judgement dated 15/07/2014 in Civil Appeal No.6046-6047/2014 (Rohtas Bhankhar &amp; others Vs. UOI). The DOP&amp;T vide their ID No.36028/7/2012-Estt.(Res) dated 21-01-2015 has intimated that the issue is under examination has intimated that the issue is under examination in consultation with the Department of Legal Affairs, Ministry of Law. Accordingly, this fact was brought to the notice of all Heads of Postal Accounts Offices dated 02-02-2015. Further a reminder has been issued to DOP&amp;T for clarification vide D.O. Letter dated 05-10-2016.</p> <p>Secretary (Posts) also assured that he would meet Secretary, DOPT in this regard.</p>

		Court of this land in the judgment dated 15th July 2014 referred above, it is requested to modify the results of the above said examination by allowing lower qualifying marks in the review to undo the injustice done to the SC/ST candidates.	
104.	121.	<p><b>Violation of Business hours in various circles, prescribing their own — request to stop such arbitrary actions.</b></p> <p>As per P.O. guide part-I clause 5, the business hours in normal week days has to be fixed as “in case of reference and enquiries, sale of the postage stamps and stationery – During the entire working hour of the office. For booking of registered and insured articles, including value payable articles parcels and telegraphic money orders- For about six to seven hours (On Saturdays usually for five hours stopping at 3 pm)</p> <p>For issue of money orders, sale and payment of postal orders, Savings Bank and Post Office Certificate transactions and payment of telephone bills. Etc – For about five hours (On Saturdays for three hours stopping at 1 p.m.)</p> <p>Whereas, it is grossly violated in many Circles (eg. TN Circle) and the business hours for all purposes including SB is now extended to 7 hours out of 8 hours duty and this is extended to even on Saturdays.</p> <p>It is therefore requested to cause appropriate instructions to all the concerned to adhere the provisions contained in Rule 5 of P0 Guide.</p>	<p>Necessary instructions have been issued to all Heads of Circles for strict compliance of guidelines laid down in the clause 5 of P.O. Guide Part-I.</p> <p>No further action. Item may be closed.</p>
105.	122.	<p><b>Amendment to the PA Recruitment Rules — requested.</b></p> <p>In the revised PA. rectt. Rules, vide Gazette notification dt.21.5.2015, in column 7 for educational qualification, it has been mentioned that “as per the notification issued by the SSC from time to time for HSC Level (10+2) examination”.</p> <p>As per the notification issued by the Department on revised procedure for filling up of posts of P.A./S.A. dt. 8.5.2012, in the column for educational and other qualifications, it is mentioned that , “should have studied the local language of the State or Union territory of the concerned Postal Circle or Hindi as a subject at least in Matriculation or equivalent</p>	<p>Department has taken a conscious decision in order to streamline the recruitment process by bringing transparency in recruitment and quality candidates and therefore transfer the work of selection of candidates for PA / SA cadre against Direct Recruitment quota to the Staff Selection Commission (SSC).</p> <p>Since the basic education qualification for PA / SA is 12th Pass, the educational qualification norms as laid down by the SSC for Combined Higher Secondary Level (CHSL) Examination is to be followed by the Department also, which is uniformly applicable to all the cadres covered by the CHSL Examination. The Recruitment Rules have been revised accordingly. The new system as per the revised Recruitment Rules</p>

		<p>As per the SSC notification, for rectt. To PA, or S.A for 2015, the educational qualification is notified as candidates should have possess HSG or 12th Class from any department school or university”.</p> <p>Because of mentioning in the last recruitment notification as “should have studies the local language of the State or Union territory of the concerned Postal Circle or Hindi as a subject atleast in Matriculation or equivalent’, large no. of candidates are entered from various Postal Circles, without knowing the local language or even English.</p> <p>They could not able to cope up with the local people across the counters in Sos or even in H.O.s and the rest of the staff have to manage their work in addition. Nearly 50% of them applied for transfer immediately and rest of them are prepared to quit the job, because of language problem. This will defeat the very purpose of annual DR and the existing staff are already suffering due to acute shortage.</p> <p>This will be repeated by this year recruitment also, because there is no restriction or condition that the candidates should have possess the pknowledge of local language</p> <p>Under these circumstances, it is requested to review the situation based on the facts prevailing in the circles after the 2012 recruitment and make necessary amendments in the PA/SA Recruitment Rules to sort out this problem.</p>	<p>has just started. Therefore it is not administratively appropriate to relook the procedure at this stage when the 5206 direct recruitment PA/SA vacancies for the year 2015 and 3218 PA/SA vacancies for 2016 has already been reported to SSC for selection. Secretary (Posts) advised that local language should be learnt with the help of seniors in that region.</p>
106.	123.	<p><b>Creation of Superintendent Sorting posts in Metro cities:-</b></p> <p>Four posts of Superintendent Sorting were created in 4 Metro cities available at that time as the volume of mails was heavy in these cities. Now more cities like Ahmedabad, Bangaluru, Hyderabad, Pune, have been categorized as metro cities and volume of mails in these cities is very heavy. It is requested that 4 more posts of Superintendent Sorting in the Grade Pay of Rs.4800/- may be created in these cities also. No. JCM/DC/2015.</p>	<p>Suggestion of JCM has been noted and requisite action shall be taken by Establishment Division, based on the statistics and requests from the Circles.</p>

---

---

**List of participants for the JCM (DC) meeting held on 20.12.2016**

**Official Side:-**

1.	Shri B. V. Sudhakar	-	Chairperson
2.	Shri T. Murthy	-	Member (O)
3.	Shri Tilak De	-	Member (Tech.)
4.	Smt. Meera Handa	-	Member (Plg.)
5.	Shri A.K. Dash	-	Member (P)
6.	Smt. Saroj Punhani	-	JS & FA
7.	Shri S. Dashora	-	DDG (Estates &MM)
8.	Shri Manish Sinha	-	DDG (PAF)
9.	Dr. Alok Pande	-	DDG (FS)
10.	Shri Ashish Kumar	-	DDG (Tech.)
11.	Shri Harpreet Singh	-	DDG (MB)
12.	Shri Abhinav Walia	-	DDG (PO)
13.	Smt. Smriti Sharan	-	DDG (Estt. & SR & Legal)
14.	Shri Vineet Pandey	-	CGM(BD) & CVO
15.	Shri Vishvapavan Pati	-	CGM (PLI)
16.	Smt. Sheuli Burman	-	GM (PLI)

**Staff Side:-**

1.	Shri R.N. Parashar	-	Leader, Staff Side
2.	Shri D. Theagarajan	-	Secretary General, FNPO
3.	Shri Giri Raj Singh	-	Secretary, Staff Side
4.	Shri D. Krishna Rao	-	Member
5.	Shri T.N. Rahate	-	Member
6.	Shri J. Ramamurthy	-	Member
7.	Ms. R. Seethalakshmi	-	Member
8.	Shri Subhash Chakraborty	-	Member
9.	Shri Pranab Bhattacharjee	-	Member
10.	Shri T. Satyanarayana	-	Member
11.	Shri N. Ramappa	-	Member
12.	Shri P.K. Muralidharan	-	Member
13.	Shri Shivkant Mishra	-	Member

---

---

## Agenda Items for forthcoming DC JCM Meeting

---

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)

Central Head Quarters, Delhi-110 054

---

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

---

Ref. No.: NU/P-IV/DC JCM/1/2017  
.....

Date : 27-05-2017  
.....

To,

Shri Girirajji Singh,  
Secretary Staff Side, D.C.,  
JCM, North Avenue (NFPE Office),  
New Delhi-110001

**Subject : Agenda Items for forthcoming DC JCM Meeting.**

Respected Sir,

I am giving following important items which are requested to be **included** in Agenda Items for forthcoming DC JCM Meeting.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary,

President FNPO

Member DC JCM

CC for information and necessary action

1. Secretary General,  
FNPO

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)

**Central Head Quarters, Delhi-110 054**

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

Ref. No.: **NU/P-IV/DC JCM/1/2017**

Date : **27-05-2017**

**Agenda Items for Forthcoming DC JCM Meeting**

**Item No./DC/1/2017 : Non-observation of Cash Line Limit.** (Case of all Circle in Division or Unit Heads).

**Brief :** The work of exchange of **currency notes** is being done with large scale without observing Rules and Regulations i.e. **time limit of working, security measures** and what not.

Here we have to point out that the **fixed line limit** of cash remittance from one office to another through Postman, **Head Postman, Cash Overseer, LB Peon, PRIP** as fixed vide Directorate **Letter No. 22-6/84-C1 dated 10-10-1991** is not being observed. (Copy attached).

No escort, police escort is being provided and heavy remittance of lakhs of rupees is being made without observing any security.

We point out that if any **untoward incident of robbery occurred** while this irregular conveyance of cash the entire responsibility lies with the Divisional/Unit controlling Administration. This should be brought to their **notice from your end please**. No postal official will be responsible engaged in this work of cash conveyance.

**Item No. DC/2/2017 : Implementation of Orders of Hon'ble Supreme Court dated 7-5-2015 in Civil Appeal No. 2010/2009 in respect of SLP No. 6394/2007 filed by All India Postal Employees Union, Postmen and Group D about grant of upgraded pay scale of Rs. 3050-4590 from 01-01-1996 instead of 10-10-1997.**

**Issue of Orders from Directorate for fixation of Postman Pay as 3050 w.e.f. 1-1-1996 as per Supreme Court decision of 23rd April. Ref. No. 2-1/3007-PCC dated 26-09-2016.**

**Brief :** The Supreme Court directed for grant of 3050/- scale from 1-1-1996 instead of 10-10-1997. Directorate called the information. In fact, India Post establishment is of 52000 Postman but actually 25000 to 30000 postman are working; it means 30000 Postman are working against 52000 Postman and Government is in benefit of crores of rupees and not paying the salaries of those 20000 to 22000 posts those are unfilled.

We therefore demand that fixation of Basic Pay Rs. 3050/- w.e.f. 1-1-1996 should be Ordered with arrear payment.

**Item No./DC/3/2017 : Regarding Revise Pay Scale Promotion of Phone Mechanic/Wireman Unskilled Labour Electrical in Scale 975-25-1150 and other benefit scale-wise/Promotion and other benefit, completion of Year Serviceas per Government of India Notification No. 21-9-87. (Bldg. Maintenance Staff).**

**Brief :** One who is working in Group 'D' unskilled labour (now MTS) Electrical from combined department i.e. Postal and Telegraph absorbed into Postal wing.

He has not been given these all benefits in Postal Wing which are given in the Telecom Electrical/Wireman. According to the Rule all these benefit be given to them (Supreme Court/High Court Decision copies attached).



**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
Central Head Quarters, Delhi-110 054

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

Ref. No.: NU/P-IV/DC JCM/1/2017

Date : 27-05-2017

- 2 -

1. Published Sub Section (i) or Section 3 of Part-II of Gazette of India No. 10-15/92 CWP Government of India Ministry of Communication Department of Post Dated 27-12-97. As per Finance Advice vide their mentioned u.o. No. 3044/90-FA-1 dated 16-10-1990.

2. National Union of Postal Employees Postman & Group D/Multi Tasking Group 'C' Central Head Quarters, Delhi-110054.

Ref. No. NU/P-IV/Pay Scale/Technician/Wireman/2014 dated 7-11-2014.

Subject : Request for implementation of Judgement to the Wireman Helper C&B(D) of Postal Department.

Ref.: - Department of Posts, Establishment Division (Pay Commission Cell) Letter No. 2-5, 2009-PCC dated 14 January, 2014.

Before bifurcation of Department of Post and Telecom on 1-1-1986 one official who is working as unskilled Group D (Now MTS) is not given the benefits of that Post as given by the Department of Telecom. The official was posted as unskilled labour electrician on 2-11-1983.

In this regards the parity between two department for same post and same work would be observed and the affected post be benefitted according to the rule on force as far as possible.

**Item No. DC/4/2017 : Application Non-implementation of MACP Related DG Order No. 1-2/2008-PCC dated 4-11-2013 and Clarification Order No. 1-9/2014-PCC dated 1-5-2015 Provision of Para 5 of Annexure to OM on MACP in case of officials covered by TBOP/BCR/ACP Schemes - vis-a-vis Para 6.2 of Annexure to OM on MACP dated 18-9-2009. Ref.: Your Office Letter No. 4-1/2017-PCC dated 24-3-2017.**

(Case of those Postman and MTS who got TBOP or BCR before 1-1-2006 and 31-8-2008, please ignore the TBOP or BCR of these postman and MACP should be given w.e.f. 1-9-2008 [next GP + 3% Increment]).

**Brief :** No any Division has implemented the Orders issued from Directorate; though number of clarification issued from your Office.

We request that one day training of all Circle Head and Regional Head be arranged at Dak Bhawan.

And they should hold one day training of all Divisional Heads at Circle, Region Office and they should be fully explained about implementation of above Orders of fixation of MACP by **ignoring TBOP/BCR.**

The 5th CPC scale has been upgraded by the 6th CPC Scale. Therefore their TBOP/BCR should be ignored and **MACP should be given w.e.f. 1-9-2008 (next GP + 3% Increment).**

In our Department the 6th CPC scale has upgraded the **5th CPC scale of Postman/Mailguard and MTS cadre only.** For example in 5th CPC scale the MTS were getting **Rs. 2550/-** which has been upgraded to **Rs. 2750/- in 6th CPC.** The Postman/Mailguard were getting **Rs. 3050/-** in 5th CPC scale but the 6th CPC Scale has **upgraded the scale to Rs. 3200/-.**

This Order is still not implemented. In spite of **completing more than 3 years,** re-fixation of payscale of **Postman/Mailguard and MTS has not been done.** It is requested to please issue Orders immediately.

They should be **given a time margin** within that this should be implemented and failure will have to face the consequences.

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)

**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/DC JCM/1/2017

Date : 27-05-2017

- 3 -

**Item No. DC/5/2017 : Please delete in Footnote on page 2 (Postmen & MTS Name) of Transfer and Placement Committees in the Department of Posts for recommending Transfer/Postings of the Officers/Officials of Department - reg. Ref.: Your Office Letter No. 4-09/2011-SPG (Pt.) Dated 30th March, 2015.**

**Brief :** Please refer Union letters wherein it is stated that your office letter cited above, on **Page No. 2** in last note is given as below -

Note - For **Postman, Mailguard, MTS** and equivalent cadres and other Units which are not covered above, Circle will make similar Committees.

Accordingly, in **AP Circle, the Committee for Postman, MTS, Cash Overseer, Mail Overseer** etc is formed to consider the Transfer and Posting.

But large number of complaints are being received from the staff those are facing difficulties for this **transfer** and posting cases.

In fact, Postman and MTS cadre are **out of preview of transfer and only to work on seniority as Sorting Postman, Cash Overseer or Mail Overseer, Transfer and Posting Committee not required** for this cadre and the Divisional Head is competent for this exercise.

In this respect ample correspondence is done with concerned **Member (P), Directorate, DDG** and also met in their office which realised that the **report has been called for from ADG Staff to ADG (SPN). But till date no report is received regarding the issue.**

As such the **Committee for transfer and Placement formed is not required.**

It is therefore **requested to delete the footnote on Page No. 2** in the larger interest of the staff and Administration, please, of above cited letter. However, the similar Committees are already formed for Postman, Mailguard, MTS and equivalent cadre etc. may be cancelled forthwith.

**Item No. DC/6/2017 : To instal x-ray machine for checking the content of COD Parcels.**

We have already made correspondence and given in detail the difficulties arising at the **delivery point** when contents are not found with addressee.

We therefore demand for supply of **x-ray machine** at par with Railway, Airport even at Dak Bhawan to enable Postman for delivery of **fake articles of COD** to stop defamation of Department and Staff.

**Item No. DC/7/2017 : To lodge FIR against the private (Agency) company who conducted Direct Outsider Quota (Postman/MTS) Recruitment Examination for year 2009 to 2014 and also initiate CBI Enquiry.**

**Brief :** In continuation of our Letters of your Office **20-9-2016**; we once again add that in present situation the Department must think the issue of holding of examination for recruitment of Postmen and MTS cadre by a **private company in seven/eight Circles** and the issue of **bogusity, fraud, cheating** by some candidates.

Even after **declaration of result** the cases were opened and examination were cancelled by the **CPMG concerned**. Candidates approached at CAT. It is noticed that 100% those **companies are responsible for this bogusity**. But the Department kept **mum** for the reasons not known to us.

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

**(Recognised by Government of India)**

**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/DC JCM/1/2017

Date : 27-05-2017

- 4 -

The (private Agency) company has acted irresponsibly this has been proved but still the Department has cancelled the result and the candidates are made to suffer. In spite of this, no action has been taken against the wrongdoing (private Agency) company nor they have been asked to return the amount paid to the (private Agency) company neither they have been arrested and punished. Why the action has not been taken against the (private Agency) company.

We therefore request that Department should lodge a complaint with Police, CBI with consultation of our Advocate for compensation and return of amount of fees paid to company for conducting those examinations.

Also the expenses of Court cases to defend CAT cases should be charged with those **(private Agency) companies responsible for conducting the examination.**

Please take the Items with its true spirit.

**Item No. DC/8/2017 : Non-implementation of Delhi High Court Orders on Revision of Payscales of Packers, Foreign Post, Kolkata. Ref.: Agenda Item SL No. 37 Item No. 41 of Department Council (JCM).**

**Brief :** The Agenda Item No. 41 of Departmental Council (JCM) in regards of Non-implementation of Delhi High Orders on Revision of Payscale of Foreign Posts of Delhi, Kolkata, Chennai and Mumbai.

The information sought under RTI; in R/o Kolkata, Foreign Post, copies of original RTI Application and reply received are sent herewith for your kind perusal.

We are surprised to note that in reply the Foreign Post, Kolkata as below -

1. Action for (9) Nine cases have been initiated but any payment yet to be made. No such Directorate Letter dated 4-9-2012 is appeared to be received by this office.

It is therefore requested to arrange to supply the copy of Order of **dt. 4-9-2012** to Foreign Post, Kolkata immediately.

And it is also requested to please issue Orders to Foreign Post, Kolkata to immediately give Pay Fixation to MTS from 1-1-1986 till this date otherwise you will have to pay interest claim also.

**Item No. DC/9/2017 : Request for engagement of Substitutes against Vacant Posts/Leave Vacancies of Postman & MTS when GDS are not available**

**Brief :** According to **Appendix No. 6 of P&T Manual Vol. IV** substitutes are being engaged from GDS cadre to work as Postmen on **Vacant Post/Absentee since last so many years.**

But now at Mumbai City in almost all Divisions hundreds posts of Postmen are vacant and we have **engaged ODP**; at par with Delhi Circle which **became complicated.**

We now suggest that as per Departmental Orders; the **Outsiders may be engaged as Substitutes** on Vacant Post of Postman/MTS provided that those **should be sponsored from Local Employment Exchange** vide DG Post No. 45-95/87-SPB-I dated 11-1-89, DG Posts No. 14/8/85-PAP dated 17-12-87, No.45-131/89-SPB-I dt. 28-8-90.

It is therefore requested for cause issue instructions to all recruiting units to call for the list of **eligible substitutes** from **Local Employment Exchange** and those should be engaged to work as **Substitute Postman on Vacant Post.**

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)

**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/DC JCM/1/2017

Date : 27-05-2017

- 5 -

We hope that our **suggestions** will be taken into account **for smooth functioning** of delivery work **till regular recruitment is made**, please.

**Item No. DC/10/2017 : To make cash payment for the purchase of Uniform (including shoes).**

**Brief :** Sir, while in the meeting to discuss the issue it is finalised that 50+50 polyester and cotton fabric is to be purchased for the Uniform for Postman and MTS Staff.

It is heard that at present in the market such quality fabric is not available.

We are wearing the 67/33 polyester/cotton fabric since years together. In our Department we have to purchase from **DGSND** or the lowest tender is sanctioned hence the required quality fabric is not available to the staff. Since some years our staff look ugly due to such lower quality fabric. Moreover, there may be **some money matter** taken place due to competition for lower tender. Such type of cloth may hamper the image of Department of post in member of public. We the Postman staff remain in open space and not under the roof hence there would be impact of rain/sunrays on those fabrics. In modern technologies the staff should be seen modern.

Hence, taking into consideration of above fact Rs. 10,000 (Rs. Ten thousand) only be given to staff per year alongwith the **specimen of the Uniform** to avoid the inconvenience to the Department as well as to the staff.

Sir, I hope every year you will make cash payment for the purchase of Uniform and shoes. And will fix and give the design; so that the quality and design of the Uniform is purchased and stitched as per the design given.

**Item No. DC/11/2017 : Introduction of Compulsory Local Language Written Paper of 25 Marks for Postman and MTS Recruitment Examination (in syllabus).**

**Brief :** In recent Postman Recruitment Examination, in the **scenario** it is seen that, whoever inspite of **not having any knowledge of Local Language** are selected in Merit. This is due to some **lacuna in the syllabus**, wherein the paper of Language is given either in Local Language **or in Hindi**. Because of this who do not have essential knowledge of local language is also recruited in merit and this cause inefficiency in handling further task in that particular province.

It is therefore suggested to introduce **25 Marks Paper** of Local Language in nature of drafting which easily caused the efficiency of the candidate in local language and further affected the efficiency of the Department too.

Therefore it is requested, atleast 25 sentences or one paragraph in written paper of Local Language should be made compulsory or Hindi Language should be removed from further syllabus.

**Item No. DC/12/2017 : Proposed CSI Project of India Post.**

**Brief :** Department has proposed to launch CSI Project in India Post; without providing the **necessary equipments, training to staff and required manpower**.

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)

**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/DC JCM/1/2017

Date : 27-05-2017

- 6 -

Staff side has raised the following issues :

1. Employee self-service module training is required to be carried out before migration.
2. Staff side stated that there are problems of old computers and bandwidth connectivity. The hardware deployed currently, is likely to be of lower configuration than what is specified by TCS as minimum hardware requirement. Staffside further requested to share minimum requirement of TCS for hardware and connectivity, for their record.
3. Staff side expressed concern about the quality of the training imparted to Postal Assistants and Supervisors. They stated that although training conducted was good, many number of staff were still not able to handle issues, as there was little hands on training.
4. Staff side also informed that they have not been supplied with training manual, but with CDs. It is difficult for them to refer the CD, as most of them do not have computers at home.
5. Staff side further stated that CD drives of Office Computers are disabled so as they are not able to use any external media on Post Office Computers, hence the training manual in CDs is of no use to them.
6. In view of above, staff side requested that quality of training should be better.
7. Staff side also expressed concern that procedure for personal claims, leave, etc. is not clear. Everything is to be drawn and disbursed by DAP, especially medical advance, TA, etc. The Staff side expressed apprehension of delay in this regard.
8. Staff side strongly urged that unless required specification of computer hardware and other hardware is not provided in Post Offices alongwith required bandwidth roll out would not be smooth and in turn would create problem to staff and members of public.
9. Staff side also raised an issue of shortage of staff in all categories. Due to shortage, productivity is low and they are presently facing public anger.
10. Staff side strongly urged not to roll out in CSI till fully equipped in:
  - a) Hardware
  - b) Bandwidth
  - c) Training
  - d) Provision of manpower.
11. Staff side further suggested that roll out should be made in phased manner.
12. Staff side said that they wholeheartedly support the modernization project but requested it to rollout with full preparation to avoid problem and public anger.

We therefore, request that before launching the CSI Project following issues should be settled.

1. Employee self-service module training is required to be carried out before migration.
2. The problems of **Old Computers and bandwidth connectivity** should be solved; and to share minimum Requirement of TCS for **hardware and connectivity** for record of staff.
3. Procedure for personal claims of staff should be cleared.
4. Until and unless CSI Fully equipped in -
  - a) Current Hardware Operating System is Windows XP, but the requirement of Computer Hardware Operating System is Windows 7 and above.

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)

**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/DC JCM/1/2017

Date : 27-05-2017

- 7 -

- b) Bandwidth Power is 512 KBPS but the speed for CSI should be atleast 2 MBPS.
- c) Training should be **provided to all and handwash should be provided.**
- d) Provision of 100% Manpower

The CSI should not be launched to avoid problems to staff and members of Public.

**Item No. DC/13/2017 : Less amount of Medical claim sanctioned in case of Shri C.S. Kadam, Medically Retired Ex-SPM, L.B.S.N. College PO. Ref.: Mumbai City East Division Letter No. Union/26-2/P-IV/2015 (57) dated 28-1-2016. (Case of Maharashtra Circle - Gas Poison while on duty.)**

**Brief :** We are in receipt of reply of one and the same type of **CGHS Rate**; under which MR Claim is sanctioned.

In fact, this is not the case of admissibility of claim under **CGHS rate** etc. But the case of **gas poison while on duty and therefore the medical bill must be paid in full** and can be adjusted through Medical Fund or Welfare Fund amount. In normal course of illness the rule adopted for CGHS rate etc. are applicable, but not in this case.

We therefore request for payment of full medical bill claimed by the official, because he was officially on medical leave and admitted in the hospital due to gas poisoning during duty hours. He was seriously ill, therefore, we hope that matter will be finalized on humanitarian ground rather than technicalities.

**Item No. DC/14/2017 : Circle Level Online Recruitment of GDS Officials should be limited at Taluka or District/Division Level Jurisdiction.**

**Brief :** Regulations of the Recruitment Procedure of Department of Posts, India, it is to observe that the GDS Employees are not allotted the grade of Civilian Regular Employees yet.

Secondly, all those GDS are **conversant with local atmosphere**. The different part of the Circles are having various nature and that further may affect to the GDS Employees recruited for from **his native place**. Automatically there is a 100% possibility of transfer from one area to another in the total Circle.

This future scenario would create unwanted/unexpected pressure on the Administration also. To avoid this, the recruitment of GDS must be held as per one Taluka, District or Unit level Jurisdiction to avoid future consequences and easy recruitment at local level on Online only. The Online process should only be **changed from Circle Level to Taluka, District/Unit level Jurisdiction itself**.

**Item No. DC/15/2017 : Extending facility for recruitment of MTS 25% Quota from Casual Labours who joined the Department upto 2010.**

**Brief :** In this regard while recruitment in MTS Cadre 25% Quota was allotted to Casual Labours who were working in the Department upto 1-9-1993.

The said Order is issued in the year 2010, and accordingly the said Staff is recruited. But the Casual Labours who are working the Department from 1-9-1993 to December 2010 are not yet considered. Now the Casual Labours entered in the Department before 1-9-1993 are almost recruited.

---

---

**U.N.I.****F.N.P.O.****I.N.T.U.C****NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C****(Recognised by Government of India)****Central Head Quarters, Delhi-110 054**

---

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

---

Ref. No.: NU/P-IV/DC JCM/1/2017  
.....Date : 27-05-2017  
.....**- 8 -**

Hence the said facility be extended to remaining casual labourers who are ready trained one would be available to the Department. The Casual Labours working between 1-9-1993 to Decmeber 2010 may be considered for the 25% Quota MTS Recruitment.

**Item No. DC/16/2017 : Declaration of Results of PA/SA Recruitment Examinations 2015 and 2016 through SSC.**

**Brief :** Examinations for recruitment of PA/SAs through Staff Selection Commission have been conducted in the year 2015 and 2016. However, the status of result of these two examinations is unknown till date.

Since there is acute shortage of PA/SA staff in almost all the Divisions, necessary action may be initiated at the earliest for declaration of the results.

**Item No. DC/17/2017 : Direct Recruitment Examinations for Postmen/MTS for the year 2009 to 2014.**

**Brief :** In many Circles, the examinations for direct recruitment of Postmen and MTS staff have been conducted and also the results are declared for the year 2015. But, due to many problems and loopholes in the examination procedure, the same have been caught in the Court Cases, and the passed out candidates have not resumed the duties. Also, in some Circles, the entire examinations are cancelled. This is creating shortage of Postmen and MTS staff to a great extent. Therefore, this is need of time to stop Outsourcing the process of recruitment of Postmen and MTS Staff to the private agencies and our Department itself should conduct these examinations. As the examination for direct recruitment of Postmen and MTS does not include any Computer Data Entry Test, it will be possible for our Department to conduct the examinations at own levels. Further, conducting the examination ourselves will also add some income through exam fees to our Department.

**Union demand -** A confidential written exam of local language should be conducted and the passed candidates should be given Posting. Particularly in Maharashtra Circle those 2450 Postman, MTS passed candidates should be given posting after clearing the confidential written exam of local language. And the remaining passed waiting candidates should be given posting for the year 2015 or the remaining vacant post should be added to next years vacancy.

**Item No. DC/18/2017 : Formation of New Policy for Transfers Under Rule 38.**

Department of Posts had invited suggestions from all recognized Unions and Associations for formation of new policy for transfers under Rule 38. Accordingly, the suggestions have been given by all the concerned. So, it is requested to form and declare the new policy on the subject at the earliest.

The Mutual Transfer Under Rule 38 condition of Caste to Caste should be removed.

**Item No. DC/19/2017 : Request for issue of clarification in case of 13 MTS Officials working on deputation to RMS B Division, Pune due to shortage of MTS in RMS Division. Ref.: The Chief Postmaster General, Maharashtra Circle DO No. STA/50-3/MTS/Transfer Dt. 2-12-2015.**

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)

**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/DC JCM/1/2017

Date : 27-05-2017

- 9 -

**Brief :** Kindly find enclosed herewith the copy of above captioned **DO Letter No. STA/50-3/MTS/Transfer dated 2-12-2015** issued to **Shri V.P. Singh, DDG (P)** from the Chief PMG, Maharashtra Circle seeking classification for **Transfer Under Rule 38** of 13 MTS officials working **on deputation** to RMS 'B' Division, Pune due to shortage of MTS in RMS Division.

Please issue instructions to CPMG (MHC) to issue Transfer Orders under Rule 37 or 38 of 13 MTS Postal officials to RMS B Division because they are **already working on deputation to RMS 'B' Division.**

We therefore request that please arrange to issue clarificatory Orders/instructions to settle this staff problem once for all, please.

**Item No. DC/20/2017 : Request for Change of Recruitment Rules of Postmen & MTS and holding a Special Examination for Promotion to Postman & MTS Cadre from MTS, GDS and Casual Labour Staff for filling up unfilled vacant post of 2009 to 2014, 2015 and 2016.**

**Brief :** We would like to bring it to your kind notice; that you know better that since **year 2009 the posts of Postmen, MTS are not filled from direct Open Market Quota.**

**Only in AP Circle** Department has conducted the examination and **recruitment is made.** In **Rajasthan Circle** though examination is held but **due to huge irregularities; the matter is under investigation.**

In other Circles the matter of holding examination was given to some company, but there also **heavy irregularities occurred and resulted into cancellation of Delhi Circle process of examination** and recruitment. In **Maharashtra Circle, the Vigilance Enquiry** is on and police enquiry is also Ordered; and therefore that may **also be cancelled.**

In all since year **2009 to 2011** and **2012 to 2016** the 100% recruitment of Postman and MTS is not made on all vacant posts.

We request that a **Special Examination for recruitment** of Postman for the year 2009 to 2011 should be taken. **100% vacant post should be filled from the GDS and Casual Labour** as per the 2010 and 27 January 2011 Recruitment Rule.

Also since 2012 to 2014 and 2015 to 2016 **all vacant post till date are not filled** with Direct Recruitment Open Market **so all vacant post be filled from MTS, GDS and Casual Labour Staff;** and those who pass in that **Special Examination** may be recruited as Postman. This examination may be conducted by our Department our Union will help at all stage/level to conduct this Special Examination by our Department itself.

**Item No. DC/21/2017 : Provision of Saturday Holiday for all Postal Operative Staff.**

**Brief :** Almost all the Central Government Departments have declared Saturday as holiday to all of their staff members. In Department of Posts, Administrative Offices are already having holiday on every



---

---

**U.N.I.****F.N.P.O.****I.N.T.U.C****NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C****(Recognised by Government of India)****Central Head Quarters, Delhi-110 054**

---

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

---

Ref. No.: **NU/P-IV/DC JCM/1/2017**Date : **27-05-2017****- 10 -**

Saturday. Accordingly, all Postal Operative Staff should also be granted the benefit of Saturday Holiday. For this purpose, the hours of working on other weekdays may be increased. For delivery of mails, as the all Government Offices are closed on Saturday, and thus the articles received on Saturday have to be taken for delivery on Monday. Also, for Savings Bank Work, Department of Posts has implemented CBS with ATM Facility and also the ATM cards of DOP are operable in ATMS in all other banks. Thus there would not be much inconvenience to the members of public because of Saturday Holiday to the operative staff of all Post Offices.

**Item No. DC/22/2017 : Non-Settlement of Raised Tickets by CBS CPCs.**

**Brief :** While working in CBS, the operative staff faces certain difficulties and if they can't solve the problem themselves, they **generally raise ticket** to the concerned Circle Central Processing Centre for further solution. However, the CPCs instead of providing straight way solution, always issues the single line answer as 'Refer FAQ' (For example, CPC, Maharashtra Circle). Even after raising the same problem continuously, the CPC does not provide any solution and the concerned office have to face public grievances. In our Department, a major portion of staff is senior as well as promote officials who are not much complaint with each and every process. Moreover, most of the officials are not aware of FAQs as the FAQs are circulated through e-mails and not in hard copies and due to staff shortage, staff do not get much time to go through the FAQs on e-mails. So, necessary instructions should be given to all CPCs for straight solutions of the problems raised.

**Item No. DC/23/2017 : Problems with working of ECMS Software.**

**Brief :** A lot of problems are being faced by staff working in ECMS Software at PLI CPCs. The software was totally out of use for last two months at many places. Now, it has started working but only after evening the work can be done. In addition to this, out of total work done in this software, only 15-20% work is reflected as final and remaining work needs to be done again. This is causing much inconvenience in rendering smooth services to the public. So, it is requested to do the needful for smooth functioning of ECMS Software at the earliest.

We request to examine our proposal in the interest of staff and Administration

Thanking you,

Yours Sincerely



(T.N. RAHATE)  
General Secretary,  
President FNPO  
Member DC JCM

---

---

**General Secretary's Letters on 20th AIC Resolution  
Addressed to Secretary (P)**

---

---

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
Central Head Quarters, Delhi-110 054

---

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

---

Ref. No.: NU/P-IV/AIC/Resolution/1/2016

Date : 12-08-2016

To,

The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Resolution passed in 20th AIC of NU P-IV  
held at Kolkata during 10th to 13th August, 2016,  
regarding cancellation of Very Good remark in CR of the non-gazetted employees  
for grant of Annual Increment and MAPC Financial Upgradation.**

Respected Sir,

In the **20th AIC of National Union** of Postal Employees, Postmen & MTS Group 'C' held during 10th to 13th August, 2016, the following resolution is passed.

“As per recommendations of the 7th CPC those are accepted by the Government of India, in which one of the recommendation is -

“For grant of **annual increment and MAPC financial upgradation average and good remark** as bench mark is required hereafter.”

Sir, the work of lower level employees is not on performance based. Secondly, there is a Supervisor supervising the work of lower level employees. It may happen that the if the Supervisor is not happy with the employee he may not give true remark to the employee and also the Supervisor **may ask for some money transaction** to give ‘**Very Good**’ remark. This may lead to corruption in the Department.

This AIC unanimously resolve that this condition of **Bench Mark** should not be imposed for the employees of PB-I level 1 to 6 and **above level 6 this Very Good Remark** for Bench Mark **may be imposed.**

It is therefore requested **to convey staff sentiment to the Government and Very Good Remark may not be applied to the Employees of PB-I level 1 to 6.** It is requested that old procedure is accurate and should be followed

Please acknowledge this letter.

Thanking you,

Yours Sincerely

CC for information and necessary action

1. Shri Manojji Sinha,  
Minister of Communications & IT,  
Dak Bhawan, New Delhi-110001
2. Secretary, Staff Side, NJCM
3. Secretary General, FNPO
4. All CHQ Office Bearers and Circle Secretaries



(T.N. RAHATE)  
General Secretary  
NU P-IV (CHQ)

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/AIC/Resolution/2/2016

Date : 12-08-2016

To,

The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Resolution passed in 20th AIC of NU P-IV  
held at Kolkata during 10th to 13th August, 2016,  
regarding Cash Payment of Rs. 10,000/- per year for purchase of  
Uniform and Chappal to each eligible Employee Postman & MTS Group 'C'.**

Respected Sir,

In the 20th AIC of National Union of Postal Employees, Postmen & MTS Group 'C' held during 10th to 13th August, 2016, the following resolution is passed.

“This 20th AIC unanimously resolve that Department of Post should effect net **cash payment** of Rs. 10,000/- per year **per employee eligible for supply of Uniform and Chappal, Shoes** for purchase from market.

7th CPC recommended Dress Allowance to those categories CAPFS/RPF & CPO Police etc. @ Rs. 10,000/- which should be given to Postman, Mailguard, staff of Post Department being equivalent to CAPE/RPF CPO Police also.”

It is therefore requested for taking action in the matter as early as possible.

Please acknowledge this letter.

Thanking you,

Yours Sincerely



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

CC for information and necessary action

1. Secretary General, FNPO
2. Secretary, Staff Side, NJCM

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/AIC/Resolution/3/2016

Date : 12-08-2016

To,  
The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Resolution passed in 20th AIC of NU P-IV  
held at Kolkata during 10th to 13th August, 2016,  
regarding anti-FNPO Affiliated Union Office Bearers attitude  
of Circle Administration at Rajasthan Circle.**

Respected Sir,

In the 20th AIC of National Union of Postal Employees, Postmen & MTS Group 'C' held during 10th to 13th August, 2016, the following resolution is passed.

"This 20th AIC notes that in Rajasthan Circle, the Circle Administration is making harassment to the **Office Bearers of FNPO Affiliated Unions**. In some cases false police complaints are made and Office Bearers are even put behind bar. The 20th AIC resolve that Department should make **Dak Bhawan Chief VO, CVC or CBI Inquiry and accord justice to FNPO Affiliated Unions Office Bearers and members**. We want impartial treatment."

It is therefore requested for immediate action in the matter as 20th AIC resolution please.

It is requested to conduct enquiry into the wrongdoings of Circle Administration from Chief Vigilance Officer of Dak Bhawan or CBI to make the enquiry and accord justice to Office Bearers of National Union.

The CHQ has already made enough letter writing with Directorate on this subject, but no any action is taken.

**This 20th AIC notes with great concern that Circle Secretary of NAPE Group 'C' Rajasthan Circle was arrested by CBI on unjustified complaint of Circle Administration, but released on Bail as Administration not submitted the document/paper in the case.**

**Again, he was arrested by Police due to same unjustified complaint, FIR lodged by Circle Administration. There also he was released on bail, being Circle Administration failed to submit the required documents.**

Only to harass and demoralise the FNPO Office Bearers and the Circle Secretary NAPE C Rajasthan and another Circle Secretary of FNPO Affiliated Union i.e. NU P-IV, Admin Union this plot has been made by Circle Administration.

**Our Federation is against corruption and the lobby of corruption oriented officials and personnels entangled in some corruption cases are behind this plot, according to us.**

**It is high time to investigate this matter urgently without loss of time to avoid any untoward incident please.**

This 20th AIC resolve that immediate action should be taken for Chief Vigilance Enquiry in this matter. Please acknowledge this letter.

Thanking you,

Yours Sincerely



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

CC for information and necessary action  
1. Secretary General, FNPO

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/AIC/Resolution/4/2016  
.....

Date : 12-08-2016  
.....

To,  
The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Resolution passed in 20th AIC of NU P-IV**  
held at Kolkata during 10th to 13th August, 2016,  
**regarding revengeful treatment given by SPOs Ratnagiri and PMG Goa**  
**to National Union P-IV Secretary,**  
(Case of Ratnagiri Division and Maharashtra and Goa Circle)

Respected Sir,

In the 20th AIC of National Union of Postal Employees, Postmen & MTS Group 'C' held during 10th to 13th August, 2016, the following resolution is passed.

“This 20th AIC notes with great concern that the **Supdt. of Posts, Ratnagiri Division, Ratnagiri** and the **Postmaster General, Goa Region** of Maharashtra and Goa Circle is giving revengeful treatment to our National Union P-IV Divisional Secretary by issuing **Rule 14, Rule 16 Chargesheet, Transferred him** from Divisional HQ **Ratnagiri to Guhagar** and same **explanation** has been called for.

Our General Secretary met with the **PMG Goa, but the PMG has not considered the matter and denied the justice.**

This 20th AIC therefore resolve that **Chief Vigilance Enquiry be Ordered from Directorate, New Delhi.**”

Respected Sir, an enquiry has been conducted by Dak Bhawan, Chief VO against PMG Goa for his misbehaviour as **DPS Agra (in UP Circle)** and **Raipur (in Chattisgarh Circle). 10 to 15 years have passed** but still no action has been taken **against him** and he presumed that nobody is there to ask him about his irregular dealing. Though the **enquiries against him of Agra**

U.N.I.

F.N.P.O.

I.N.T.U.C

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

**and Raipur** cases are completed but no any action is taken against him **from Directorate.**

Sir, he is challenging the Union and saying the Union should not raise their **voice against any wrongdoings of PMG, Goa.** This attitude of the PMG Goa is harmful to the Department.

We request immediate action in the **pending enquiry cases of Agra and Raipur at Directorate** initiated against PMG Goa.

Please acknowledge this letter.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary,  
NU P-IV (CHQ)

CC for information and necessary action

1. The Chief Vigilance Officer,

Dak Bhawan, New Delhi

New Delhi-110001

(For information and request to take action in the enquiry cases completed in **Agra and Raipur** cases against the **present PMG Goa.** We are unable to understand the abnormal delay for taking the action in such cases of High Officer on the other hand Postman MTS are punished with heavy hands immediately for minor irregularities.)

2. Hon'ble Shri Manoj Sinha,

Minister & Communication IT,

Dak Bhawan, New Delhi-110001



(T.N. RAHATE)

General Secretary, NU P-IV (CHQ)

---

---

**Union opposes abolition of Postman and MTS posts of ADRP  
under the scheme of Optimization of direct recruitment vacancies**

---

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)

**Central Head Quarters, Delhi-110 054**

---

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

---

Ref. No.: NU/P-IV/Abolition of Posts/2016  
.....

Date : 10-10-2016  
.....

To,

Shri B.V. Sudhakar,  
Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Abolition of Group B,C and D Posts  
of Annual Direct Recruitment Plans (ADRP)  
for the year 2005, 2006, 2007 and 2008**

under scheme of optimization of Direct Recruitment vacancies - regarding

**Ref.: Directorate Letter No. 66-24/2013-SPB-I dt. 27-7-2016**

Respected Sir,

We would like to bring it to your kind notice; that at present in Postal Department the Postman, MTS Staff is overburdened due to non-recruitment on vacant posts.

The workload is **day-by-day increasing** due to **new schemes such as Amazon Parcel and other services**. Due to large scale increase in **vast population growth**, the need of additional 25,000 posts are justified.

And therefore we request that **vacant post of Postman, MTS** may please be **excluded** from this abolition of year **2005-2008** cited in our above Memo, in the larger interest of the Staff, Administration and Members of Public those are our masters.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and  
President FNPO

CC for information and necessary action

1. All Circle Secretary and  
All CHQ Office Bearers

---

---

**General Secretary's Letters addressed to Secretary (P), DOP**

---

---

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)

Central Head Quarters, Delhi-110 054

---

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

---

Ref. No.: FNPO/Supply of Tiffin/2016  
.....

Date : 22-11-2016  
.....

To,

The Secretary, Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Request for issue of instructions to provide food/tiffin to  
staff working on Holiday/Late Night Working**

Respected Sir,

We would like to bring it to your kind notice that Banks are paying Rs. 3000/- as remuneration for the staff who are brought on **duty during Holiday, Sundays**, also late night hours for work of exchange of currency.

But the Department of Posts has **not issued any Orders/Instructions** in this regards though Postal Staff are working **at par with Banks**.

Secondly, the staff working on Holiday/Sunday and **also late night hours are not provided with tiffin/nasta** etc. For example in **UP Circle, Meerut Division, Meerut City HO** we are in receipt of information in this regard.

We demand that necessary instructions should be issued from Directorate **to all concerned** in this matter please.

Thanking you,

Yours Sincerely



(T.N. RAHATE)  
President FNPO and  
General Secretary

CC for information and necessary action

1. All Circle Secretaries  
and CHQ Office Bearers



**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: FNPO/Exchange of Currencies/2016  
.....

Date : 22-11-2016  
.....

To,

The Secretary, Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Request to supply fake currency detecting machine to all HO/SOs  
on warfooting manner.**

Respected Sir,

You know better that the work of **exchange of currency notes** of Rs. 1000 and Rs. 500/- is in full swing at Post Offices and Banks throughout Country.

Though every bank accepting these notes are provided with **fake currency** detecting machines whereas majority of our Post Offices HO/SOs does not have those machines.

And the **fake notes** are accepted at Post Office Counter. The concerned PA is being treated as **responsible** for this fake note, infact when the **fake currency detecting machine is not provided** at his counter **how we can take him responsible.**

We demand that this should be avoided and value of such fake notes may not be account for and should be shown as short receipt; **without fixing the responsibility on Counter PA.**

All the CPMGs and PMGs, may please be Ordered **to purchase and supply fake notes detecting machines** to all the Post Offices doing the work of exchange of currency.

Though the **funds are available** for example with SSPOs, but the PMG Nagpur in Maharashtra Circle **not granted permission for purchase of this machine** to SSPOs Nagpur City Division. Please treat this as urgent.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

CC for information and necessary action

President FNPO and General Secretary

1. All Circle Secretaries and  
CHQ Office Bearers

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/AIC/AP/COD/2016

Date : 22-11-2016

To,  
The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Request to provide detective machines at all Post Offices  
doing the work of Booking and Delivery of COD Articles.**

Respected Sir,

We would like to bring it to your kind notice that there are several incidents of harassment to Postman staff by **snatching the amount collected after delivery of COD articles**; by the addressee due to **non-receipt of goods after opening in COD articles**.

We therefore demand that please arrange to supply detective machines at all Post Offices those are doing the work of **Booking and delivery of COD articles**; at par with **Airport/Entry** point of Directorate Office; to avoid these incidence of harassments of Postman staff.

In that case the COD articles having no material or **bogus material** will not be issued for delivery and will be returned to sender or further enquiry will have to be ordered for investigation etc.

Please treat this urgent. The cases of snatching of cash from Postman are brought to our notice from AP and Kolkatta (W.B.) Circle, please.

Please treat this urgent.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and  
President FNPO

CC for information and necessary action

1. All Circle Secretaries and  
CHQ Office Bearers

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
Central Head Quarters, Delhi-110 054

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

Ref. No.: FNPO/Cash Line Limit/2016  
.....

Date : 22-11-2016  
.....

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

**Subject : Non-observation of Cash Line Limit**  
(Case of all Circle in Division or Unit Heads)

Respected Sir,

The work of exchange of **currency notes** is being done with large scale without observing Rules and Regulations i.e. **time limit of working, security measures** and what not.

Here we have to point out that the **fixed line limit** of cash remittance from one office to another through Postman, **Head Postman, Cash Overseer, LB Peon, PRIP** as fixed vide Directorate **Letter No. 22-6/84-C1 dated 10-10-1991** is not being observed. (Copy attached).

No escort, police escort is being provided and heavy remittance of lakhs of rupees is being made without observing any security.

We point out that if any **untoward incident of robbery occurred** while this irregular conveyance of cash the entire responsibility lies with the Divisional/Unit controlling Administration. This should be brought to their **notice from your end please**. No postal official will be responsible engaged in this work of cash conveyance.

Please acknowledge this letter.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and  
President FNPO

CC for information and necessary action  
1. All Circle Secretaries of  
NUPE P-IV

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/Change of Recruitment Rule of Postman and MTS/2016

Date : 21-09-2016

To,

Shri B.V. Sudhakar,  
Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Change in the Recruitment Rules of Postman and MTS**

Respected Sir,

In connection of recent changed Rules of **Recruitment of Postman and MTS** are creating hurdles in the **regular Recruitment of Postman and MTS Staff**, hence the Rules prior to July 2012 should be implemented for smooth working.

Sir, before July 2012 all the Postman and MTS vacant posts were filled up from **GDS and Casual Labourers hence all posts were regularly filled in.**

As per **new Rules** the vacancies are filled from open market through private companies. Private Companies have done many **irregularities and it has caused non-recruitment of the Postman and MTS.**

These Private Companies are also further responsible for **Police case, Court cases, defamation of the Department and CBI cases.** It has also caused monetary loss of the Department.

Now, the GDS staff working are nearly 2,68,000 in the **Department which are SSC/HSC and above passed.** Also they are having **working knowledge of computer** in the Department of Posts. If they are **absorbed in our Department, the trained hands would be available** without incurring more expenditure. The **irregularities committed by the Private Companies would be avoided** and saving of expenditure is also possible.

The recruitment of Postman and MTS would be as below. Due to non-recruitment there is heavy shortage of staff the Department and staff is facing.

- a) 25% MTS vacancies recruitment is done through **open market.**
- b) 75% Quota of vacancies of MTS may be recruited through **GDS and Casual Labours.**
- c) 100% vacancies of Postman recruited through **MTS and GDS and Casual Labour only.**
  - i) **25% vacant posts of Postman filled** in through GDS who have completed 10 years service should be recruited as Postman on Seniority-cum-Fitness formula.
  - ii) **75% vacant posts of Postman filled in** through GDS/Casual Labour/MTS by Examination.

Sir, this change may cause **normal and regular recruitment in Postman/MTS cadre.** You are kindly requested to consider on above issues and do the needful.

A line of action is expected.

Thanking you,

CC for information and necessary action

1. Secretary General, FNPO
2. All Circle Secretary and  
CHQ Office Bearers
3. Postal Prakash

Yours Sincerely



(T.N. RAHATE)  
President FNPO and  
General Secretary

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: FNPO/Postman and MTS/Exam/MHC/2016-17

Date : 02-01-2017

To,

Shri B.V. Sudhakarji,  
Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : To lodge FIR against the company who conducted  
Direct Outsider Quota (Postman/MTS) also PA/SA Recruitment Examination  
for year 2009 to 2014 and also initiate CBI Enquiry.**

Respected Sir,

Wish you a very happy new year and a healthy prosperous life.

In continuation of our Letter of even **No. dated 20-9-2016**; we once again add that in present situation the Department must think the issue of holding of examination for recruitment of Postmen MTS and PA/SA cadre by a **private company in four/five Circles** and the issue of **bogusity, fraud, cheating** by some candidates.

Even after **declaration of result** the cases were opened and examination were cancelled by the **CPMG concerned**. Candidates approached at CAT. It is noticed that 100% those **companies are responsible for this bogusity**. But the Department kept **mum** for the reasons not known to us.

The company has acted irresponsibly this has been proved but still the Department has cancelled the result and the candidates are made to suffer. In spite of this, no action has been taken against the wrongdoing company nor they have been asked to return the amount paid to the company neither they have been arrested and punished. Why the action has not been taken against the company.

We therefore request that Department should lodge a complaint with Police, CBI with consultation of our Advocate for compensation and return of amount of fees paid to company for conducting those examinations.

Also the expenses of Court cases to defend CAT cases should be charged with those **companies responsible for conducting the examination**.

We should hurry for this before someone **approach to Supreme Court by filing JANHIT YACHIKA**. Please take the letter with its **true spirit**.

With regards,  
Thanking you,

Yours Sincerely



(T.N. RAHATE)  
President FNPO and  
General Secretary

CC for information and necessary action  
1. Shri Manoj Sinhaji  
Minister and Communication & IT,  
Dak Bhawan, New Delhi-110001

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/T&P Committee/2015-16

Date : 15-12-2016

To,  
The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**[Kind Attention : Director (Staff), Dak Bhawan, New Delhi-110001]**

**Subject :** Transfer and Placement Committees in the Department of Posts  
for recommending Transfer/Postings of the Officers/Officials.  
Please delete in Footnote on page 2 (Postmen & MTS Name)  
of Department - reg.

**Ref.:** Your Office Letter No. 4-09/2011-SPG (Pt.) Dated 30th March, 2015.

Respected Sir,

Please refer Union letter of even NO. dated 18-12-2015 wherein it is stated that your office letter cited above, **on Page No. 2** in last note is given as below -

Note - For **Postman, Mailguard, MTS** and equivalent cadres and other Units which are not covered above, Circle will make similar Committees.

Accordingly, in **AP Circle, the Committee for Postman, MTS, Cash Overseer, Mail Overseer** etc is formed to consider the Transfer and Posting.

But large number of complaints are being received from the staff those are facing difficulties for this **transfer** and posting cases.

In fact, Postman and MTS cadre are **out of preview of transfer and only to work on seniority as Sorting Postman, Cash Overseer or Mail Overseer, Transfer and Posting Committee not required** for this cadre and the Divisional Head is competent for this exercise.

In this respect ample correspondence is done with concerned **Member (P), Directorate, DDG** and also met in their office which realised that the **report has been called for from ADG Staff. But till date no report is received regarding the issue.**

As such the **Committee for transfer and Placement formed is not required.**

It is therefore **requested to delete the footnote on Page No. 2** in the larger interest of the staff and Administration, please, of above cited letter. However, the similar Committees are already formed for Postman, Mailguard, MTS and equivalent cadre etc. may be cancelled forthwith.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and  
President FNPO

CC for information and necessary action  
1. Circle Secretary,  
NUPE Postman MTS

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
Central Head Quarters, Delhi-110 054

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

Ref. No.: NU/P-IV/WB Circle/2016

Date : 22-11-2016

To,

Shri B.V. Sudhakarji,  
Secretary, Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Request for grant of Special Meeting**

(Case of West Bengal Circle, NUPE P-IV, long pending problems)

Respected Sir,

Kindly find enclosed herewith detailed letter of long pending problems of NUPE P-IV of West Bengal Circle.

Though the problems are taken with **Regional PMG** and **CPMG in Bi-monthly and Four monthly meetings**; but nothing has been done at this level.

It is therefore requested to please grant them **one Special Meeting** with your kindness to discuss those issues. **The delegation of NU P-IV, West Bengal Circle** alongwith myself will attend the meeting.

Please arrange to intimate us the **date and time of Special Meeting** at an earliest, please.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and  
President FNPO

CC for information and necessary action

1. Smt. Soma Ghose  
Circle Secretary, NUPE P-IV,  
West Bengal Circle

**Remove Para 2 the subject of production of Caste Certificate and Caste Validity in case of appointment on Compassionate Ground CRC 2016**

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)

**Central Head Quarters, Delhi-110 054**

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

Ref. No.: FNPO/CRC/Caste Certificate/2017

Date : 07-01-2017

To,

The Chief Postmaster General,  
Maharashtra and Goa Circle,  
Mumbai GPO Old Bldg.,  
Mumbai-400001

**[Kind Attention : Shri D.G. Chaskar, ADPS (Rectt.)]**

**Subject : Request to Remove Para 2 the subject of production of Caste Certificate and Caste Validity in case of appointment on Compassionate Ground CRC 2016**

Respected Sir,

We have noticed that your office is sending letters to candidates approved for appointment **vide CRC 2016 decision**; asking them to produce **Caste Certificate and Caste Validity (SC/ST/OBC)** Caste. But those **appointments are purely on compassionate ground and lack of finance** being official expired while on duty and **to help the family**; **appointment** are being considered in CRC and that too **only 5% vacant post**.

In fact, those candidates are **not selected** from any such Quota of **SC/ST/OBC in CRC**.

Secondly due to the **SC/ST/OBC Caste Certificate and Validity** in some cases the appointing Authority are **not giving appointment since last six months and above due to Caste Validity**.

In other cases **some candidates are removed from service** due to Caste issue. Infact this must be **removed as stated above**. And some officials should be punished heavily for **keeping invalid Caste Certificate with them**.

In some cases even if the candidate is OBC but he **doesn't have the certificate** because he does not wish to take any facilities provided to the **OBC caste**, then too the officials **are compelling them to obtain OBC certificate and caste validity**, which takes **upto 6 months** or more to give them **recruitment in Postal Department which is very wrong**.

Please remove **Para 2 of Proforma of letter**; for example, we have enclosed the letter issued to **Smt. Mansi M. Pawar**.

If any candidates **belong to SC/ST/OBC** and if he desire any concession of his **Caste for further promotion** etc. it will be dealt with candidates and the Authority concern for **Caste Validity** etc.

But in any case pre-appointment formalities the **Caste Validity is not necessary** being appointment not given on reservation.

Therefore Union request you to **please remove Caste Certificate and Caste Validity Para which is not necessary**.

Please acknowledge this letter. A line in reply is requested.

Thanking you,

CC for information and necessary action

1. Secretary (P), Department of Posts,  
Dak Bhawan, New Delhi-110001
2. All Circle Secretaries  
FNPO Affiliated Unions

Yours Sincerely

  
(T.N. RAHATE)

President FNPO and General Secretary



---

---

## Proposed CSI Project of India Post

---

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)

**Central Head Quarters, Delhi-110 054**

---

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

---

Ref. No.: FNPO/CSI Project/2017  
.....

Date : 09-01-2017  
.....

To,

The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Proposed CSI Project of India Post**

Respected Sir,

Department has proposed to launch CSI Project in India Post; without providing the **necessary equipments, training to staff and required manpower.**

Staff side has raised the following issues :

1. Employee self-service module training is required to be carried out before migration.
2. Staff side stated that there are problems of old computers and bandwidth connectivity. The hardware deployed currently, is likely to be of lower configuration than what is specified by TCS as minimum hardware requirement. Staffside further requested to share minimum requirement of TCS for hardware and connectivity, for their record.
3. Staff side expressed concern about the quality of the training imparted to Postal Assistants and Supervisors. They stated that although training conducted was good, many number of staff were still not able to handle issues, as there was little hands on training.
4. Staff side also informed that they have not been supplied with training manual, but with CDs. It is difficult for them to refer the CD, as most of them do not have computers at home.
5. Staff side further stated that CD drives of Office Computers are disabled so as they are not able to use any external media on Post Office Computers, hence the training manual in CDs is of no use to them.
6. In view of above, staff side requested that quality of training should be better.
7. Staff side also expressed concern that procedure for personal claims, leave, etc. is not clear. Everything is to be drawn and disbursed by DAP, especially medical advance, TA, etc. The Staff side expressed apprehension of delay in this regard.
8. Staff side strongly urged that unless required specification of computer hardware and other hardware is not provided in Post Offices alongwith required bandwidth roll out would not be smooth and in turn would create problem to staff and members of public.

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: FNPO/CSI Project/2017

Date : 09-01-2017

9. Staff side also raised an issue of shortage of staff in all categories. Due to shortage, productivity is low and they are presently facing public anger.
10. Staff side strongly urged not to roll out in CSI till fully equipped in:
  - a) Hardware
  - b) Bandwidth
  - c) Training
  - d) Provision of manpower.
11. Staff side further suggested that roll out should be made in phased manner.
12. Staff side said that they wholeheartedly support the modernization project but requested it to rollout with full preparation to avoid problem and public anger.

We therefore, request that before launching the CSI Project following issues should be settled.

1. Employee self-service module training is required to be carried out before migration.
2. The problems of **Old Computers and bandwidth connectivity** should be solved; and to share minimum Requirement of TCS for **hardware and connectivity** for record of staff.
3. Procedure for personal claims of staff should be cleared.
4. Until and unless CSI Fully equipped in -
  - a) Current Hardware Operating System is Windows XP, but the requirement of Computer Hardware Operating System is Windows 7 and above.
  - b) Bandwidth Power is 512 KBPS but the speed for CSI should be atleast 2 MBPS.
  - c) Training should be **provided to all and handwash should be provided.**
  - d) Provision of 100% Manpower

The CSI should not be launched to avoid problems to staff and members of Public.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

President FNPO and  
General Secretary

CC for information and necessary action

1. Secretary General, FNPO
2. All Circle Secretaries  
FNPO Affiliated Union

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/Payscale/Technician/Wireman/2014  
.....

Date : 17-01-2017  
.....

To,

The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject :** Request for **implementation** of Judgement to the  
Wireman, helper C&B of Postal Department -

[Case of Bldg. Maintenance Employees **Shri Jaipal Singh**, Helper, Wireman,  
Rohtak now at **Karnal HO (Haryana)**]

**Ref.:** Department of Posts, Establishment Division, (Pay Commission Cell)

**Letter No. 2-5, 2009-PCC dated 14th January, 2014**

**addressed to Hon'ble Shri P.P. Malhotra, Additional Solicitor General of India,  
Supreme Court of India, New Delhi-110001**

Respected Sir,

We are very sorry to bring it to your kind notice that since **last two years** have passed but your Office has not taken any action on **our letter of even No. dated 7-11-2014**; through which we have submitted all relevant documents **Serial One to Four**. The copy of that letter of even No. dated 7-11-2014 is sent herewith for your kind perusal.

Sir, the **matter is very simple**; the technical staff as working in P&T Department before bifurcation of Post Department in Postal and Telecom two separate Department. The (Building Maintenance Employees (Technical) Staff working in postal side remain in Post Department.

However, the Technical Staff of same cadre was **granted revised pay scale in Telecom Department** but in Postal that has not been done.

However, those Technical Staff of Postal approached to various High Courts, asking similar payscale at par with Telecom.

In last, the matter came up to **Supreme Court of India** and in that case Special Leave appeal (Civil) No. 15211/2009 titled as **Ishwarbhai Parmar** and Others Vs. Union of India. The Postal Department directed the Additional Solicitor of Government of India to file the Appeal Reply as Letter **No. 2-5/2009 PCC dt. 17th January, 2015** and the Hon'ble Supreme Court of India passed the following Order.

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/Payscale/Technician/Wireman/2014  
.....

Date : 17-01-2017  
.....

**ORDER**

Leave Granted.

A letter dated 17-1-2014 received by the learned Additional Solicitor General of India; is produced today in Court; which is taken on record. In view of Paragraph 2 of the said letter the Department has no objection to the grant of higher payscale as detailed in Para 1(b) of the letter.

Under such circumstances, no further Orders are necessary.

In view of the above; the Appeal is disposed of, resting aside the Order of the High Court, New Delhi, January 31, 2014.

Sir, we are not the party in the above Court Case, but the matter is one and the same; and therefore we are requesting your kind Honour to examine the case of (Building Maintenance Employees) **Shri Jaipal Singh**, Helper, Wireman, Rohtak, now at Karnal HO, Haryana Circle at par with the Order passed by Supreme Court of India.

- (i) Sir, there is different Civil Electric Staff in Postal Department.
- (ii) In Postal Department they are named Building Maintenance Employees (Staff) and helper, wireman and other electric works employees are working as Building Maintenance Employees (Staff). But they are not given promotion since **last 10 years**. So you are requested that **Building Maintenance Employees (Staff)** of Postal Department should be **given promotion as per the Rules and Order issued**. (Enclosed for ready reference).

Please acknowledge this letter. A line in reply is requested.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and  
President FNPO

Enclosed :

1. Letter No. 2-5/2009-PC dt. 17 January, 2014
2. Petition(s) for Special Leave to  
Appeal (Civil) No.(s) 15211/2009

CC for information and necessary action

1. Shri Jaipal Singh, Circle Secretary, NU P-IV,  
Haryana Circle, at Rohtak-124001

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: FNPO/MR Claim/DG Patil, APM, Chandrapur HO/17

Date : 09-01-2017

To,

The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Request to sanction Medical Reimbursement Claim of Cancer Patient-**

**Case of claimant Shri D.G. Patil, APM, Chandrapur HO,**

Maharashtra Circle.

**Ref.:** PMG Nagpur, Letter No. NR/NU P-III/10-14/7/MRC/DGP/2016  
dated 4-10-2016

Respected Sir,

With kind reference to PMG, Nagpur letter captioned above; sent to your office on **4-10-2016** for sanction of **Medical Reimbursement Claim of Shri D.G. Patil, APM, Chandrapur HO.**

His daughter is suffering from Cancer and the bill is for the period of 20-10-2014 to 25-10-2014 for **Rs. 3,35,145/-**.

Hon'ble Sir, the official is facing very much **financial hardship** and mental tension.

We request that claim may be passed **on humanitarian ground** rather than technicalities.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

President FNPO and  
General Secretary

CC for information and necessary action

1. Chief Postmaster General,  
Maharashtra & Goa Circle,  
Mumbai GPO Old Bldg., Mumbai-400001
2. Secretary, NAPE P-III and  
Shri D.G. Patil, APM, Chandrapur HO

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/Charter of Demands Discussion/Meeting/2017-18

Date : 24-04-2017

To,

The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Request to not to cancel the Postman/MTS Examination  
held on 25-11-2016 - result regarding in toto.**

**Ref.:** Agitation and Charter of Demand Discussion Meeting  
at Dak Bhawan, New Delhi-110001 **held on dated 28-3-2017.**

Respected Sir,

In connection of the above cited subject it is to bring to your kind notice that the cancellation of above **said examination** is taken due to the candidates who passed the examination are **not fully conversant with local language i.e. Marathi/Konkani.**

During the course of discussion it is assured to hold the examination of the 5 lakhs candidates again. The examination may conduct **through outsourcing where there is no guarantee** of same situation occurs in one hand and **again heavy burden of expenditure on other hand.** Where there is no fault of the Department for the **unnecessary loss.** Secondly, the Department may conduct the examination by his own staff and rather spent more amount and usage of the heavy manpower of the staff lower to higher officers in this respect for doing nothing.

Sir, in this case **356 officials from Postman** who rendered near about 6 months service in the Department have **filed** the case against the Department in **Court of Law.**

Sir, to overcome this, it is suggested that the **re-examination of the 2400 to 2500 qualified candidates** may be conducted **through Department only** (because the other **candidates who were not able to pass the Examination** are already **not in contact with the Department** of Posts anymore). In this way there may be some relief to the Departmental Staff who are going to conduct the re-examination. Secondly, the 356 candidates who approached the Court of Law may get some relief and may take away the case from the Court.

Sir, you are therefore kindly requested to consider the case and do the needful.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and  
President FNPO

CC for information and necessary action

1. Circle Secretary  
Maharashtra and Goa Circle
2. Shri N.N. Mujawar  
AGS & Member RJCM,  
Kolhapur HO-416003

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/DCJCM Minutes 1-3-17/2017-18

Date : 24-04-2017

To,

The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject :** Reimbursement of **Rs. 100/-** towards expenditure incurred  
to mobile used by **Mail Overseer/Cash Overseer/Sorting Postman** etc.

**Ref.:** The Minutes of JCM Meeting dated 20-12-2016  
circulated on 1-3-2016 **Item No. 57.**

Respected Sir,

In connection of above cited subject the Provision of Mobile Phone is placed for  
Mail Overseer/Cash Overseer/Sorting Postman etc.

- (A) The Mail Overseer has to collect **BD Information** from others and to contact  
BD Office as and when required.
- (B) The **Cash Overseer** has to contact the Offices from where he has to collect the  
Cash and to convey some messages to the Office of Remittance in respect of  
anything during the course of his duties.
- (C) Regarding the **Sorting Postman**, he may contact the addressee regarding the  
incomplete address on articles and tries to take correct address from addressee  
to deliver the articles in due time.

Sir, the minor amount of Rs. 100/- may lead to effective and efficient service through  
these staff who are senior ones in the Department. Hence you are kindly requested to look  
into the matter and do the needful.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and  
President FNPO

CC for information and necessary action

1. All Circle Secretaries  
NUPE Postmen & MTS, Group C
2. Shri N.N. Mujawar  
AGS & Member RJCM,  
Kolhapur HO-416003

U.N.I.

F.N.P.O.

I.N.T.U.C

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
Central Head Quarters, Delhi-110 054

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

Ref. No.: NU/P-IV/DCJCM Minutes 1-3-2017/2017-18

Date : 24-04-2017

To,

The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Modification in Postman/Speednet Modules -**

Some Minor Changes requires regarding return articles/e MOs etc.

**Ref.:** The Minutes of JCM Meeting dated 20-12-2016 circulated on 1-3-2017 item No. 61

Respected Sir,

In present Postman/Speednet Module the remark of **Not Known Returned** to Sender is not available, the same should be modified as the said remark is available in delivery system of the Department.

In the present Postman/Speednet Module if the remark of **Not Known or Left Without Instructions** is taken the register/parcel articles goes in deposit instead of going for despatch. The necessary **modifications require in this connection.**

In present Postman/**Speednet Module** the remark of 1st Intimation (Intimation Served) and 2nd Intimation (Intimation Posted) are not available. The same remarks be modified according for smooth functioning of delivery branch in case of return eMOs.

Sir, you are kindly requested to take the issue at the appropriate authority to settle the same at an early date.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and  
President FNPO

CC for information and necessary action

1. All Circle Secretaries  
NUPE Postmen & MTS Group C
2. Shri N.N. Mujawar  
AGS & RJCM Member  
Kolhapur HO-416003



**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/IPPB/3/2017  
.....

Date : 18-04-2017  
.....

To,

The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject :** Preference to be given to the **main business of Post Office**  
while providing other services through Post Offices.

Respected Sir,

Nowadays **it is proposed** to set up **India Post Payment Bank (IPPB)** as a separate unit **in Post Office Premises**. Also some of the major Post Offices are identified for **opening Passport issue centres**.

In this juncture **to provide the adequate space for the business of IPPB and Passport Services** in the concerned Post Offices are being going on. The **major space** in the concerned Post Offices **are being acquired** and the **traditional business of Mails and small savings are being neglected** while doing these acquisitions.

Sir, it is therefore requested that **while implementing of any new service** the existing and **traditional business of Post Office should not be neglected** or hampered to any cost for which our Department is known.

A line of action is expected at an early date.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and  
President FNPO

CC for information and necessary action

1. All CPMGs
2. All Circle Secretaries  
FNPO Affiliated Union
3. Postal Prakash
4. Shri N.N. Mujawar  
Member RJCM & AGS

(T.N. RAHATE)

General Secretary and President FNPO

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/Foreign Post/W/B/DCJCM/2017  
.....

Date : 18-04-2017  
.....

To,

The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**[Kind Attention : DDG (SR & Legal), Dept. of Posts, Dak Bhawan]**

**Subject :** Non-implementation of Delhi High Court Orders  
on Revision of Payscales of Packers, Foreign Post, Kolkata.

**Ref.:** Agenda Item SL No. 37 Item No. 41 of Department Council (JCM)

Respected Sir,

The Agenda Item No. 41 of Departmental Council (JCM) in regards of Non-implementation of Delhi High Orders on Revision of Payscale of Foreign Posts of Delhi, Kolkata, Chennai and Mumbai.

The information sought under RTI; in R/o Kolkata, Foreign Post, copies of original RTI Application and reply received are sent herewith for your kind perusal.

We are surprised to note that in reply the Foreign Post, Kolkata as below -

1. Action for (9) Nine cases have been initiated but any payment yet to be made. No such Directorate Letter dated 4-9-2012 is appeared to be received by this office.

It is therefore requested to arrange to supply the copy of Order of dt. 4-9-2012 to Foreign Post, Kolkata immediately.

And it is also requested to please issue Orders to Foreign Post, Kolkata to immediately give Pay Fixation to MTS from 1-1-1986 till this date otherwise you will have to pay interest claim also.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and  
President FNPO

CC for information and necessary action

1. CPMG  
West Bengal Circle
2. Circle Secretary  
NUPE Postmen & MTS Group C  
West Bengal Circle

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C**

(Recognised by Government of India)  
**Central Head Quarters, Delhi-110 054**

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

Ref. No.: FNPO/Remuneration/Substitute/GDS/2017  
.....

Date : 18-03-2017  
.....

To,  
The Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Remuneration to be paid to Gramin Dak Sevaks  
engaged as Substitute in Short-term vacancies of  
Postman, Mailguard and MTS Group C**

Respected Sir,

Consequent upon the implementation of the Seventh Central Pay Commission recommendation the matter regarding the rate of remuneration payable to **GDS engaged as Substitute in short term vacancies** of Postman, Mailguard and MTS Group C should have been reviewed.

But unfortunately, till this date no Orders are issued.

It is therefore requested for issue of Orders at par with the Orders **No. 1-20/2008-PCC dated 27-3-2009** issued from your Office after implementation of Sixth Pay Commission recommendation. **The copy is sent herewith for your kind perusal.**

Thanking you,

Yours Sincerely



(T.N. RAHATE)  
President FNPO and  
General Secretary

CC for information and necessary action

1. Secretary General, FNPO
2. All Circle Secretaries

---

**To increase the GDS w.e.f. 1-1-2016  
working on vacant posts of Postman & MTS as per 7th CPC**

---

7-9/2016-PCC  
Government of India  
Ministry of Communications & IT  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated 26-04-2017

**OFFICE MEMORANDUM**

**Subject :** Remuneration to be paid to the Gramin Dak Sevaks engaged as substitutes in short term vacancies of Postmen/Mail Guards and MTS.

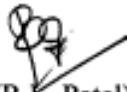
Consequent upon the implementation of the Seventh Pay Commission's recommendations, the matter regarding the rates of remuneration payable to Gramin Dak Sevaks engaged as substitutes in short term departmental vacancies of Postmen/Mail Guards and MTS has been reviewed.

2. It has now been decided that the remuneration of the Gramin Dak Sevaks engaged as substitutes in short term departmental vacancies of Postmen, Mail Guards and MTS may be calculated on the basis of the minimum pay of the respective levels of the pay matrix in which the substitute is engaged as defined in the CCS (Revised Pay) Rules 2016 and as mentioned in Table below:

S/No.	Post	Pre-revised in Pay Band and Grade Pay (6th CPC)	Pay under Pay Matrix (7th CPC)
		Table-A	Table-B
1.	Postman/ Mail Guard	Rs. 5200-20200 GP Rs. 2000 (Min. 7200)	(Level 3 (Min. Rs. 21700 Max. Rs. 69100)
2.	Group-D (Now MTS)	Rs. 5200-20200 GP Rs. 1800 (Min. 7000)	Level 2 (Min. Rs. 18000 Max. Rs. 56900)

3. In future, GDS who are willing to work as substitute will be paid at the minimum pay of the respective Levels of the Pay Matrix barring other allowances like HRA, Transport Allowance etc. with effect from 01.01.2016.

5. This issues with the concurrence of Ministry of Finance, Department of Expenditure, Implementation Cell, DoE, ID Note No. 30-1/17 (ii) /2016-IC (Pt) dated 20.04.2017.

  
(R.L. Patel)  
Assistant Director General (GDS/PCC)

---

---

**Verification of Membership for recognition of Service Associations representing Gramin Dak Sevaks (GDSs) under EDA (RA) Rules, 1995**

---

---

No. 13-01-2016-SR  
Government of India  
Ministry of Communications & IT  
Department of Posts  
(SR Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated the 7th September, 2016

To,

The General Secretaries of

1. All India Gramin Dak Sevak Union (AIGDSU)
2. All India Postal Employees Union - GDS
3. Bharatiya Extra Departmental Employees Union
4. National Union of Gramin Dak Sevaks (NU GDS)
5. All India Advanced Rural Postal Employees Union (GDS)
6. Pragatisheel Bharatiya Gramin Dak Sevak Sangh

**Subject : Verification of Membership for recognition of Service Associations representing Gramin Dak Sevaks (GDSs) under EDA (RA) Rules, 1995 - regarding.**

Sir,

In continuation of this Department's letter of even number dated 19-5-2016 and 19-07-2016 on the subject mentioned above I am directed to inform that associations representing GDSs have requested for extending the time limit for sending the required information relating to name of the authorised office bearers representing your Association/ Union who will counter-sign the authorization letter in all the Divisions in the 22 Circles.

2. It is, therefore intimated that the **last date for submission of the said details has been extended to 30.09.2016**. It is requested that the requisite information may positively be submitted by the said date to enable us to put up the file to Secretary (Posts).

Yours faithfully,



(N.T. Varghese)  
Section Officer (SR)

Government of India  
Ministry of Communications & IT  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi-110001

No. 13/01/2016-SR

Dated the 20th June, 2017

To

1. All Heads of Postal Circle.
2. All Postmasters General.
3. Chief Engineer (Civil), Department of Posts,
4. Director of Rafi Ahmed Kidwai National Postal Academy (RAKNPA), Ghaziabad (UP).
5. CGM, PLI Directorate, Chanakyapuri PO, New Delhi
6. CGM, BD & M Directorate, Dak Bhawan, New Delhi
7. Secretary (PSB).
8. DDG (Estt.)/DDG (P)/DDG (PAF)
9. Supdt. Engineers (Civil & Electrical)
10. Postmaster General, Foreign Mails, Mumbai.
11. All Directors, Postal Training Centres.
12. Directors Foreign Mails, Chennai, Kolkata and Delhi
13. All Directors/Dy. Directors of Accounts (Postal),
14. DOP&T, JCA Section, North Block, New Delhi
15. ADG (GDS), Department of Posts,
16. Service Associations representing GDS

Subject : Verification of Membership for recognition of service Associations representing Gramin Dak Sevaks (GDSs) (earlier called as Extra Departmental Agents) under EDA (RA) Rules, 1995 - Procedure regarding.

Sir/Madam,

I am directed to refer to the Department's letter of even number dated 2nd March, 2016 on the above subject and to say that the verification process to have a fresh panel of recognized GDS associations has now started. It has now been decided to conduct re-verification of membership under check off system under EDA (RA) Rules, 1995. The details are as follows:-

- (i) Every GDS employee desiring to be a member of GDS Association will give letter of authorization in writing addressed to the Divisional Head in the prescribed Proforma (Annexure-I) for deduction of subscription from

his TRCA. The authorization letter is to be sent through the applicant GDS Association to which the membership is sought so as to reach the Divisional Head on or before 05.09.2017 for scrutiny. Any authorization given through a non-applicant association will be rejected. The Associations will also submit to the Divisional Head a list of members in triplicate duly signed by the authorised office bearer on each page of list. At this stage the Divisional Head will scrutinize the letters of authorization in the presence of one representative from each of the Associations.

(ii) After scrutiny of authorization letters and comparing them with the list submitted by the Association, the Divisional Head will display one copy of each set of lists on the notice board from **06.09.2017** to **08.09.2017**. An individual employee, whose name has been included in more than one Associations' in the list exhibited on the Notice Board, may, if he/she so desires, submit a representation, to the Divisional Head by **14.09.2017**. The employee concerned must specifically indicate in the representation with supporting material, if any, that he has given the authorization in favour of a specific Association (Name must be given) and the authorization in favour of the other Association (Name must be given) is fake one. The Divisional Head on his part will scrutinize the authorization given by the employee and in case he finds that the authorization was not genuine, he may delete his name from the concerned list under intimation to the concerned Association and allow it to be included in the list, the employee genuinely chooses. Trade union facilities of such authorized office bearer who signed the fake/fabricated/non-genuine authorization would be withdrawn as per prevailing instructions, till the next verification process. No representation received after 14.09.2017 will be entertained. Any other complaint received in this regard will also be considered and disposed of by the Divisional Head by **19.09.2017**, after which a copy of each list will be made available to the authorized office bearers of all the participating associations in that category, duly acknowledging the receipt of lists in duplicate and also the authorization letters, which will be transferred to the Drawing and Disbursing Officer.

(iii) Instances have come to notice where some of the authorized office bearers deliberately avoided handing over the authorization letters to the authorized officer. In this regard it is made clear that in all such cases and once the malafide on the part of authorized office bearers is established, he/she will be debarred from being the office bearer of any association till the next verification process. In such cases, the General Secretary/Circle Secretary may submit authorization letters direct to the concerned authorized officer.

(iv) The letters of authorization will be fixed securely in guard files by the Drawing and Disbursing Officer who will note down the details of the

authorizations in a register, the format of which is indicated in Annexure-II. The serial number in Annexure-II should also be marked on the authorization letter placed in the guard file, duly authenticated by the Divisional Head/Authorized officer.

(v) A list of GDS Associations eligible for participation in the verification process is enclosed as Annexure-III.

(vi) (a) All the Drawing & Disbursing Officers will start making monthly recovery from the employees who authorize such recovery out of their TRCA for the month of **September, 2017** payable on 30.09.2017.

(b) Recovery of subscriptions being made in respect of Service Associations on the basis of old authorization will be made till August, 2017 TRCA (payable on 31.08.2017).

(vii) Drawing & Disbursing Officer shall make recovery of monthly subscription from TRCA in favour of a particular Association every month.

(viii) An extract from the register in duplicate will be handed over to the Cashier for making necessary entries in the acquittance roll of the month concerned. A suitable column in the acquittance roll, Viz. 'Membership/ Subscription to GDS Association' may be opened to record the deduction separately. The deduction made by the Cashier through acquittance roll will be 'Out-of-account' transactions of the Government account.

(ix) Drawing & Disbursing Officer after making the deductions will remit the amount to the Divisional Secretary of the concerned Association who, in turn, will remit this amount to the All India, Circle etc. as per the quota fixed in their respective constitutions. There is no objection if the membership subscription is remitted to the Circle/Central body of the Association for further distribution, provided such a provision is made in the constitution of the Association. The total deductions and total number of persons covered by the amount remitted should also be specified.

(x) Remittance to the Association should on no account be made by means of Service Money Orders.

(xi) Divisional Head will ensure that work relating to verification and its compilation is completed by **12.10.2017** and is reported to the Heads of Circles with details of the total number of persons belonging to each of the Service Associations in the Proforma as per Annexure-IV and one copy of Annexure IV is displayed on the notice board on the same day.



(xii) Divisional Head will ensure that while counting total strength in respect of GDS employees actually working and eligible for being included in that category may be taken into account.

(xiii) The Heads of Circles will send the consolidated statement to SR Section, Department of Posts in the Proforma at Annexure IV by **25.10.2017** and display its one copy on Notice Board on the same day. The Circles will ensure that the information in respect of all Divisional Heads has been included in the statement. The concerned GDS Associations will also be endorsed the statement referred to above.

2. The terms 'Drawing & Disbursing Officer', as mentioned above, means only such authority in charge of the work of drawing pay and allowances/TRCA for an employee.

3. In terms of instructions issued by Department of Personnel & Training vide O.M. No. 2/13/98-JCA dated 11.02.2002, the recognition of service associations granted as a sequel to this exercise shall be valid for a period of five years from the date of issue of order granting recognition.

**4. The instructions contained in this letter are to be given wide circulation and are also to be displayed at the Notice Boards so as to avoid any complaint about its non receipt.**

5. In all those establishments where there is no Divisional Head, his role will be performed by an officer of the equal rank or by an officer higher in rank authorized for the purpose.

Yours faithfully,

(Swwarupa Sarran)  
Assistant Director General (SR & Legal)

Copy for information to:

- (i) Sr. PPS to Secretary (Posts)
- (ii) PPS to All Members of Postal Services Board.

No. 13-01/2016-SR  
DEPARTMENT OF POSTS  
SR Section

**Name of Office where employed:**

To:

\_\_\_\_\_

Designation of Divisional Head/Authorized Officer.

**LETTER OF AUTHORISATION**

I \_\_\_\_\_ (Name & Designation)  
being a Member of \_\_\_\_\_ (Name of  
Association of GDSs) hereby authorize deduction of monthly subscription of  
Rs \_\_\_\_\_ per month from my TRCA starting from the month September,  
2017 payable on 30-09-2017 and authorize its payment to the above  
mentioned service association.

Station: \_\_\_\_\_ Signature: \_\_\_\_\_

Dated : \_\_\_\_\_ Name: \_\_\_\_\_

Designation: \_\_\_\_\_

**To be filled by the Association**

It is certified that Shri/Smt \_\_\_\_\_ is a  
Member of \_\_\_\_\_ (Name of  
Association of GDS)

Signature of authorized Office Bearer,

**ANNEXURE-III**

**(File No. 13-01/2016-SR)**  
**DEPARTMENT OF POSTS**  
**SR Section**

LIST OF APPLICANT GDS ASSOCIATIONS ELIGIBLE FOR PARTICIPATION  
UNDER RE-VERIFICATION PROCESS

Employees eligible to be included in this category	Name of the applicant GDS Association
2	3
Gramin Dak Sevaks (GDSs)	<ol style="list-style-type: none"><li>1. All India Gramin Dak Sevak Union (AIGDSU)</li><li>2. All India Postal Employees Union - GDS</li><li>3. Bharatiya Extra Departmental Employees Union</li><li>4. National Union of Gramin Dak Sevaks (NUGDS)</li><li>5. All India Advanced Rural Postal Employees Union (GDS)</li><li>6. Pragatisheel Bharatiya Gramin Dak Sevak Sangh</li></ol>

---

---

**Reply from the Department of Posts Outsourcing of pick-up  
and General Secretary**

---

No. 10-01/2016-SR  
Government of India  
Ministry of Communications & IT  
Department of Posts  
(SR Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated the 6th September, 2016

**Subject : Outsourcing of pick up, booking and delivery of Speed Post, Registered Post (including Parcel) and Business and Express Parcel - Instructions for implementation of the scheme.**

Kindly find enclosed letter No. Outsourcing/2016 dated 08-08-2016 received from Secretary General, Federation of National Postal Organisations on the above mentioned subject, for necessary action at your end. A reply may be sent to the association directly under intimation to this Division.



(N.T. Varghese)  
Section Officer (SR)

Encl:- As stated above

DDG (MB)

Copy to: Secretary General, Federation of National Postal Organisations, T-24, Atul Grove Road, New Delhi-110001.

---

**Implementation of Orders of Hon'ble Supreme Court about grant of  
upgraded pay scale of Rs. 3050-4590 from 01.01.1996 instead of 10.10.1997**

---

No. 2-1/3007-PCC  
Government of India  
Ministry of Communications & IT  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated 26 Sep. 2016

To

All the Chief Postmaster General,

**Sub : Implementation of Orders of Hon'ble Supreme Court dated 07.05.2015 in Civil Appeal No. 2010/2009 in respect of SLP No. 6394/2007 filed by All India Postal Employees Union, Postmen and Group D about grant of upgraded pay scale of Rs. 3050-4590 from 01.01.1996 instead of 10.10.1997.**

Sir,

I am directed to inform that Hon'ble Supreme Court has passed Order dated 07.05.2015 in Civil Appeal No. 2010/2009 in respect of SLP No. 6394/2007 filed by All India Postal Employees Union, Postmen and Group-D about grant of upgraded pay scale of Rs. 3050-4590 from 01.01.1996 instead of 10.10.1997. Though the Hon'ble Supreme Court has granted notional benefits of fixation in the pre-revised pay scale from 01.01.1996 instead of 10.10.1997, but for implementation thereof, financial implications are involved and required to be worked out.

2. I am therefore, directed to request you to kindly arrange to intimate the financial implication involved in the matter at the earliest, so that further action can be taken.

Yours faithfully,



(R.L. Patel)

Assistant Director General (GDS/PCC)

---

---

**Loss being sustained by the Department of Posts  
due to leakage of revenue**

---

No. 27-06/2014-PO  
Government of India  
Ministry of Communications  
Department of Posts  
(P.O. Division)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated: 01.08.2016

To  
Shri Gulam Rabbani,  
All India President,  
National Union of Postal Employees,  
Postmen & MTS (Group-D),  
New Delhi Camp at Hyderabad GPO-01,  
Andhra Pradesh

**Subject : Loss being sustained by the Department of Posts due to leakage of revenue  
in the postings of Regd. Newspapers/Magazines throughout Country.**

Please refer to your letter No. NUP-PM & MTS/Circular DIs dated 14.05.2016 on the above mentioned subject. In this context, it is informed that a copy of your letter under reference has been forwarded to A.P. Circle vide this office letter of even number dated 07.06.2016 (copy enclosed) for taking corrective action in connection with the leakage of revenue detected in the Mail Branch of Hyderabad GPO in respect of Registered Newspapers/Magazines. In addition, vide this office letter of even number dated 12.07.2016 (copy enclosed). All Heads of Circle have also been addressed to issue necessary instructions to all subordinate units for strict compliance of the guidelines contained in Directorate Letter No. 22-17/2008-PO dated 05.05.2008 on Registered Newspapers to stop the leakage of revenue in posting Regd. Newspapers/Magazines.

Sd/-  
(M.S. Rana)  
Assistant Director General (PO)

**Encl: as above**

**Copy for information to:**

Shri T.N. Rahate, President, Federation of National Postal Organization, General Secretary, National Union of Postal Employees, Postmen & Group-D/Multi Tasking Staff Group 'C', Central Head Quarter, Delhi-110054 w.r.t. Letter No. FNPO/Postal Revenue/2016 dated 8-6-2016.

---

F. No. 27-06/2014-PO  
Government of India  
Ministry of Communications  
Department of Posts  
(P.O. Division)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated: 07.06.2016

To  
CPMG  
Andhra Pradesh Circle  
Hyderabad 500001

**Subject : Regarding Loss being sustained by the Department of Posts due to leakage of revenue in the postings of Regd. Newspapers/Magazines throughout the Country.**

On the captioned subject, please find enclosed letter No. NUP-PM and MTS/Circular Dlg dated 14.05.2016 received from Mr. Gulam Rabbani, Circle Secretary, National Union of Postal Employees, Postmen & MTS (Group 'D'), A.P. Circle.

2. You are requested to take corrective action in the matter, especially on the paragraph pertaining to Mail Branch of Hyderabad GPO where there was a purported leakage of revenue of Rs. 3 to 4 lakhs.
3. Please send your report on the *ibid.* case by 14.06.2016.



(Dr. Abhinav Walia)

DDG (PO)

---

---

**Consolidated Ruling on Registered Newspapers  
superseding all previous Rulings on the subject**

---

F. No. 27-06/2014-PO  
Government of India  
Ministry of Communications  
Department of Posts  
(P.O. Division)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated: 12.07.2016

To  
All CPMGs

**Subject : Consolidated Ruling on Registered Newspapers superseding all previous Rulings on the subject.**

A kind attention is invited towards this Directorate Letter No. 22-17/2008-PO dated 05 May, 2008 wherein consolidated instructions on Registered Newspapers/Magazines superseding all previous instructions were issued.

2. References from various quarters are being received in this Directorate regarding loss being sustained by the Department of Posts due to leakage of Revenue in the postings of Registered Newspaper/Magazines throughout the Country.
3. In view of para 2 above, you are once again requested to issue instructions to subordinate units strictly follow the guidelines issued vide this Directorate Letter No. 22-17/2008-PO dated 05 May, 2008 to address the loss of Revenue.
4. This issues with the approval of competent Authority.

Sd/-  
(M.S. Rana)  
ADG (PO)



---

## Orders from DOP and DOPT

---

### **Abolition of Group B, C and D posts of ADRP under the scheme of Optimization of direct recruitment vacancies**

No. 66-24/2013-SPB-I  
Ministry of Communications & IT  
Department of Posts  
Personnel Division

Dak Bhawan, Sansad Marg,  
New Delhi, Dated 27.07.2016

1. All Chief Postmasters General
2. All Postmasters General
3. The Director, PSCI, Ghaziabad
4. Chief General Manager, Postal Life Insurance, New Delhi
5. C.E. (Civil), Dak Bhawan, New Delhi

**Subject : Abolition of Group B, C and D posts of Annual Direct Recruitment Plans (ADRP) for the year 2005, 2006, 2007 and 2008 under the scheme of Optimization of direct recruitment vacancies regarding.**

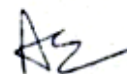
Sir/Madam,

I am directed to refer to this Directorate's letter of even number dated 13.12.2013 vide which instructions were issued to all Circles to keep in abeyance orders issued by the Circles after 28.05.2016 to comply with the interim order dated 28.05.2013 of Hon'ble Tribunal, Delhi Bench in OA No. 1736/2013 to stop all further proceedings on Dte's Letter No. 25-12/2008-PE-I dated 19.11.2012 on the subject mentioned above.

2. The order for abolition of Group 'B', 'C' and 'D' posts of ADRP for the year 2005, 2006, 2007 and 2008 under the Scheme of Optimization of Direct Recruitment vacancies as conveyed vide our letter No. 25-12/2008-PE-I dated 19.11.2012 was sub-judice in three CATs viz. Principal CAT Bench, Delhi, in CAT Bench Karnataka and in Ernakulam Bench, Kerala. Now the final verdicts of the three CATs have been received in favour of the Directorate. The OAs filed in these three CATs have been dismissed.

3. In view of above, it has now been decided to withdraw the instructions contained in the Directorates letter of even number dated 13.12.2013 and all the Postal Circles are hereby directed to take further course of action to abolish the vacancies circulated vide Directorate letter No. 25-12/2008-PE-I dated 19.11.2012 immediately.

Yours faithfully,



(Abhay Kumar)  
Assistant Director General (SPN)

---

---

## Revision of Fixed Stationery Charges

---

File No. 23-1/96-PAP  
Government of India  
Ministry of Communication & IT  
Department of Posts  
(Establishment Division)/P.A.P. Section

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated, the 22nd July, 2016.

To

All Chief Postmaster General  
Postmaster General  
General Managers Finance  
Directors of Accounts (Postal).

Sub: Revision of Fixed Stationery Charges for Post Offices, Saving Bank Control Organization in Head Post Offices and Inspectors/Asstt. Superintendents holding independent Charges of Sub-Divisions under Rule 341-A of Volume-II.

I am directed to refer to this Directorate's Letter Nos. 23-1/96-PAP dated 2.12.2010 on the above mentioned subject.

2. Consequent upon increase in the prices of Stationery Articles, the issue of revision of existing Fixed Stationery Charges for Post Offices, Circle Pairing Units, Savings Bank Control Organizations in Head Post Offices and Inspectors/Assistant Superintendents holding independent charges of Sub-Division under Rule 341 of Volume-II as sanctioned vide this office letter of even number dated 02.12.2010 has been under consideration of this Directorate for some time past. The Department has constituted a Committee of Officers for examining the various issues and the report and recommendations of the Committee has been carefully examined in consultation with Integrated Finance Wing. The Competent Authority has ordered for the revision of rates of Fixed Stationery Charges for Post Offices, Savings Bank Control Organizations in Head Post Offices and Inspectors/Assistant Superintendents holding independent charges of Sub-Division under Rule 341-A of Volume-II as detailed below:-

### PART - I

#### 1. FIXED STATIONERY CHARGES FOR POST OFFICES

Sl. No.	Items	Existing w.e.f. 1.12.2010	Revised
1.	Cost of closing and sealing one bag daily	Rs. 3.00	Rs. 5.00
2.	Cost of burning one lamp for 1 hour daily throughout the month	Deleted	Deleted
3.	Cost of burning one lantern for one hour daily throughout the month	Deleted	Deleted
4.	Cost of Candles	Rs. 8.00 P.M.	Rs. 25.00 P.M.

5.	Cost of fixing 100 seals to closed insured Envelopes	Rs. 2.00	Rs. 10.00
6.	Cost of twine/rubber bands for 100 labelled bundles prepared or V.P. Parcels posted	Rs. 1.00	Rs. 1.50
7.	Cost of paste for 100 Registered articles posted or received or insured and money order envelopes registered bundles and officials covers pasted excluding those posted with special registered journal and at BOs doing independent registration work.	Rs. 1.00	Rs. 3.00
8.	Cost of Stationery for each member of supervisory staff in Post Office	Rs. 4.00 P.M.	Rs. 12.00 P.M.
9.	Cost of Stationery for each member of clerical staff excluding LR Clerks (men in position)	Rs. 6.00 P.M.	Rs. 14.00 P.M.
10.	Cost of Stationery for each Overseer (Mail and Cash), Postman and Village Postman	Rs. 5.00 P.M.	Rs. 17.00 P.M.
11.	Cost of Stationery for each Mail Peon and Departmental Stamp Vendor	Rs. 2.00 P.M.	Rs. 8.00 P.M.

**PART-II**

**II. FIXED STATIONERY CHARGES SAVING BANK CONTROL ORGANIZATIONS  
IN HEAD POST OFFICES**

Sl. No.	Items	Existing w.e.f. 1.12.2010	Revised
1.	Cost of Stationery for each member of Supervisory staff in SBCO of Head Post Office.	Rs. 4.00 P.M.	Rs. 12.00 P.M.
2.	Cost of Stationery for each member of clerical staff excluding LR Clerks (men in position) in SBCO of Head Post Office	Rs. 6.00 P.M.	Rs. 14.00 P.M.

**PART-III**

**III. FIXED STATIONERY CHARGES FOR INSPECTORS AND ASSTT. SUPDT. OF  
POST OFFICES HOLDING INDEPENDENT CHARGES OF SUB-DIVISIONS**

Sl. No.	Items	Existing w.e.f. 1.12.2010	Revised
1.	Cost of Stationery for Inspectors & Asstt. Supdt. of Post Offices holding independent charges of Sub-Divisions	Rs. 200.00 P.M.	Rs. 450.00 P.M.

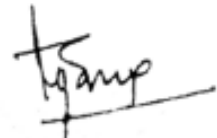
3. The Orders for payment of revised Fixed Stationery Charges for Inspectors & Assistant Superintendents of Post Offices will not apply to such IPOs/ASP whose offices have been merged with Divisional Offices or attached to Circle/Regional or other Administrative Offices and IPOs/ASPs working in RMS Divisions.

4. The concerned Postmaster/Sub-Postmaster should record a certificate on the bill for drawing Fixed Stationery Charges amount to the effect that such items of stationery which are required to be met out of Fixed Stationery Charges are not being supplied by the concerned Divisional Office or Postal Stores Depot and also not purchased from Office contingent expenditure. The Postmasters have also to maintain a record of disbursement of Fixed Stationery Charges to the Supervisory, Clerical, Postmen and other staff as per the revised rates.

5. The expenditure on account of revision of the rates of Fixed Stationery Charges has to be met from the allocated funds under the respective Head of Accounts.

6. These orders come into force from 01.07.2016.

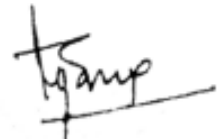
7. This issues in consultation with Integrated Finance Wing vide their Diary No. 104/FA/16/CS date 22.07.2016.



(K.V. Vijayakumar)  
Assistant Director General (Estt.)

Copy forwarded to:-

1. Sr. PPS to Secretary (Posts).
2. PS to Member (P)/Member (Tech)/Member (O)/Member (Plg./Member (PLI) & Member (HRD).
3. Addl. Director General Army Postal Services R.K. Puram, Delhi-110066.
4. JS & FA.
5. Secretary Postal Services Board.
6. Chief General Manager BD Directorate/PLI Directorate.
7. Chief General Manager, Mail Business Division.
8. All the DDGs in Department of Posts.
9. Director PSCI Ghaziabad.
10. Directors, Postal Training Centres.
11. Director General P&T Audit Civil Lines Delhi-110054.
12. Budget/PA/PO/FS/FA Sections of Department of Posts
13. All recognized Unions/Associations/Federations.
14. Guard File of PAP Section
15. Office/Spare Copies



(K.V. Vijayakumar)  
Assistant Director General (Estt.)

---

---

## **Fixation of Pay and grant of increment in the Revised Pay Structure**

---

No. 1-6/2016-IC (Pt.)  
Government of India  
Department Expenditure  
Implementation Cell

Room No. 214, the Ashok, New Delhi

Dated the 29th September, 2016

### **OFFICE MEMORANDUM**

**Subject : Fixation of Pay and grant of increment in the revised pay structure - clarifications - regarding.**

Following the notification of Central Civil Services (Revised Pay) Rules 2016, the Department has received references seeking clarifications regarding various aspects of fixation of pay in the revised pay structure as also pay fixation and grant of increment in future under revised pay structure. The matter has been considered in this Department and the points of doubts are clarified as under.

<b>S. No.</b>	<b>Point of doubt</b>	<b>Clarification</b>
1.	<p>As per the provisions of FR 22 (i)(a)(1), the Government Servants (other than those appointed on deputation to ex-cadre post or ad hoc basis or on direct recruitment basis) have the option, to be exercised within one month from the date of promotion, to have the pay fixed under this rule from the date of such promotion/appointment or from the date of next increment</p> <p>Some of the employees, promoted between 01.01.2016 and the date of notification of CCS (RP) Rules, 2016 had opted for their pay fixation on</p>	<p>Under the changed circumstances after notification of CCS (RP) Rules, 2016, the employees may be allowed to exercise revised option for fixation of pay under FR 22(i)(a)(1). Such revised option shall be exercised within one month of issue of this OM. Option so revised, shall be final.</p>

	<p>promotion/financial up-gradation under MACPs from the date of their next increment in the lower grade. Consequent upon notification of CCS (RP) Rules, 2016 i.e. 25th July, 2016, the option submitted by such employees has now turned out to be disadvantageous.</p> <p>Whether such employee may be allowed to revise their option under FR 22 (i)(a)(1) at this stage.</p>	
2.	<p>Whether employees appointed/promoted/granted financial up-gradation during 02.01.2015 and 01.07.2015 will be entitled to grant of one increment on 01.01.2016.</p>	<p>Since the provisions of CCS (RP) Rules, 2016 are effective from 01.01.2016, no increment shall be allowed on 01.01.2016 at the time of fixation of pay in the revised pay structure.</p>

  
29/9/2016

(R.K. Chaturvedi)

Joint Secretary to the Govt. of India

Tel 011-2611 6646

**Distribution :**

1. All Ministries/Departments as per standard list.
2. NIC. D/o Expenditure, Ministry of Finance, North Block, New Delhi with a request to upload the OM on website of the Department.

## Cadre Restructuring of Group 'C' Employees in Department of Posts - Clarification

No. 25-04/2012-PE-I (Pt.)  
Government of India  
Ministry of Communications  
Department of Posts  
(PE-I Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated : 11th November, 2016

To,  
All Heads of Circles,

**Subject : Cadre Restructuring of Group 'C' Employees in Department of Posts - Clarification - reg.**

Sir,

With reference to the recent Orders of Cadre Restructuring of the Group 'C' Employees, circulated vide this office letter of even number dated 27.05.2016, some Circles have requested to furnish clarifications on the following. After due consideration and approval the clarifications are furnished as in column 3. Thus, all Circles are requested to take necessary steps to implement the Orders dated 27.05.2016 keeping in view the following clarifications without further delay and intimate the action taken immediately:-

S.No. (1)	S.No. (1)	S.No. (1)
1	As per Directorate instructions if all the SPM posts of all Single Handed Post Offices and Double Handed Post Offices to the extent of LSG Posts (GP 2800/-) will be placed in the GP of 2800/- in the PB-1, 976 (252+724) LSG posts are required for implementation of cadre restructuring of Group-C employees which is shortage of 45 posts as allotted to Odisha Circle (Reference received from Odisha Circle).	Para 1(a) of this office Order No. 25-04/2012-PE-I dated 27.5.2016 stipulates that Circles are required to upgrade the number of posts of SPMs in Single handed and Double Handed Posts Offices, to LSG posts of GP of Rs. 2800/- only to the extent of the number of posts allotted to the Circle. Therefore, the Odisha Circle shall place only 931 posts of SPMs in Single Handed and Double Handed Posts Offices in the Grade Pay of Rs. 2800/-.
2	After upgrading of Triple Handed POs to the extent of HSG-II posts (GP 4200/-) and existing norm based LSG posts in the Grade Pay of Rs. 4200/- in the PB-II including remaining HSG-II Posts, 112 HSG-II posts would be surplus in the Circle (Available A-Class SO + LSG Posts + remaining HSG-II posts = 189, the HSG posts allotted to the Circle is 301) (Reference received from Odisha Circle).	All other norm based LSG posts in MDGs and HPOs may also be taken into account for placement in the GP of Rs. 4200/- to make up for the deficiency.
3	Total number of LSG posts shown by the Circle is 267, whereas it was shown by the Directorate vide letter dated 27.05.2016 as 287. (Reference received from A.P. Circle)	At this stage no changes can be made and the allotment made vide this office Order dated 27.05.2016 may be taken as final. Moreover, there is no disadvantage to the Circle.

4	Whether the cadre restructuring is applicable to the LSG accountant posts as in the case of LSG posts in general line posts (Operative Post Offices) or otherwise, as there is no separate mention in the said category. (Reference received from A.P. Circle)	The cadre restructuring is applicable only for general line posts. However, since Postal Accounts posts have no different cadre, they are part of it. This is in suspension of any earlier clarification on this account.
5	<p>As per present RRs for promotion to LSG, HSG-II and HSG-I, the following minimum service is required from the feeder cadre:-</p> <p>(a) For LSG Promotion from PA cadre, the minimum 5 years' service in PA cadre is required.</p> <p>(b) For HSG-II promotion from LSG cadre, the minimum 6 years' service in LSG cadre is required.</p> <p>(c) For HSG-I promotion from HSG-II cadre, the minimum 5 years' service in HSG-II cadre is required.</p> <p>(d) For new HSG-I (NFSG) promotion from Senior most HSG-I cadre, the minimum two years' service in HSG-I cadre is required.</p> <p>As of now, 247 posts of LSG cadre, 63 posts of HSG-II cadre and 68 posts of HSG-I cadre are available in the Circle. Due to non-availability of eligible officials in the feeder cadres, 15 percent of these posts are not filled up so far. (Reference received from Karnataka Circle).</p>	The issue of change in the existing RRs with reference to the eligibility criteria for promotions and the issue of implementation of Cadre Restructuring of Group 'C' employees are two distinct subjects. Implementation of cadre restructuring takes precedence to the subsequent act of filling up vacancies arising out of the cadre restructuring. The issue of changes in of RRs does not come in to picture for implementation of the Cadre Restructuring guidelines issued vide this office letter dated 27.05.2016. However, if the Circle needs relaxation in the provisions of existing RRs on the issue of eligibility criteria of mandatory number of years for promotion, the Circle may take up the matter with the Staff Branch, of this Directorate.
6	In accordance with the Dte. instructions, existing posts in HSG-II and HSG-I cadre are to be placed in the GP of Rs. 4600/-, out of which 3 posts are to be placed in GP of Rs. 4800/- as HSG-I. Total number of posts allotted by the Dte. is 29 (26+3). However, there are 38 such posts in this Circle. As such, 9 posts are short in the Circle, which will be created as stated by the Directorate. (Reference received from Chattisgarh Circle).	Clause (e) of this Office Letter No. 25-04/2012-PE-I dated 27.05.2016 has clearly mandated the Circles that if the revised number of posts is in excess of the existing strength of particular grade, the difference shall be deemed as newly sanctioned posts in that grade. Similarly, if the revised number of posts in a grade is less than the existing strength, the number of posts equal to the difference shall be treated as having been abolished in that grade.
7	Existing posts of SPMs in triple handed Post Offices and all existing LSG norm based posts are to be placed in the GP of Rs. 4200/- in PB-II as HSG-II. The Dte. has allotted 107 such posts to out Circle. However, there are only 71 such posts in the Circle. As such, 36 posts are excess in the Circle which need to be abolished as per the Order of the Dte. (Reference received from Chattisgarh Circle).	Therefore, this matter does not require any further clarification. These 57 norm based posts in LSG in HPOs, MDG etc. may be taken into account for placing in LSG Grade. Similarly, the number of posts in HSG-II, HSG-I and HSG-I (NFG) should remain as allotted.
8	All existing posts of SPMs in single handed and double handed post offices are to be placed under GP of Rs 2800/- in PB-I as LSG. The Dte. has allotted 327 such posts to this Circle. However, there are 270 such posts in the Circle. As such, 57 posts are in excess in the Circle which need to be abolished as per the directions of the Dte. (Reference received from Chattisgarh Circle).	



9	<p>It may be seen from the above position that 84 post in PA cadre (-9+57+36=84) will have to be abolished. If the 84 posts of PA cadre are abolished, it would be impossible to carry out the day to day work of the POs smoothly.</p> <p>It is therefore, requested to convey concurrence of the Dte. to add 84 posts which are required to be abolished in PA cadre so that the total staff strength would remain unchanged, i.e. 1311. (Reference received from Chattisgarh Circle).</p>	
10	<p>As per guidelines contained in the Dte. letter dated 27.05.2016, cadre restructuring of PA, LSG, HSG-II, HSG-I and HSG-I (NFG) has been done, In this context, the following parameters have been adopted.</p> <p>(i) The posts of Postmasters Grade-I, Grade-II and Grade-III have been left.</p> <p>(ii) Posts of Postmaster (HSG-I -IP Line) have also not been combined which the existing posts of HSG-I.</p> <p>It is therefore requested kindly to clarify the following points for further course of action:-</p> <p>(i) Action to be taken in respect of the posts of Postmaster Grade-I, Grade-II, Grade-III and the Postmaster (HSG-I - IP Line) after restructuring.</p> <p>(ii) Guidelines to be issued for posting of staff on newly created post of LSG.</p> <p>(Reference received from Jharkhand Circle).</p>	<p>The Postmaster Cadre consisting of Postmaster Grade-I, II and III is a separate cadre which is not a part of the recently cadre review of Group 'C' Employees of Postal Side. HSG-I of IP line is also not included in this cadre restructuring.</p> <p>With regard to the guidelines of posting of staff on newly created posts of LSG, as per the existing guidelines of delegation of powers, HoCs are empowered to take such decisions.</p>
11	<p>As per the Cadre restructuring Guidelines of the Directorate, 111 less posts of LSG and 10 less posts of HSG-II would be identified in this Circle. Thus, there are no clear guidelines for identification of the remaining posts. (Reference received from Uttarakhand Circle).</p>	<p>All other norm based posts in MDGs and HPOs may also be taken into account for placement in LSG and HSG-II Grade.</p>
	<p>Similarly, 3 posts of HSG- (NFG) have been allotted to the Circle, for which 2 years' service is required in HSG-I Grade. However, there is no separate standard prescribed for identification of these posts. (Reference received from Uttarakhand Circle).</p>	<p>The Circle may take necessary action as per clause (g), of this office letter No. 25-04/2012-PE-I dated 27.05.2016. The HSG (NFG) is admissible to the extent of number of posts mentioned to the senior most officials who have completed 2 years' service and no separate standard for identification is required in the Circle.</p>

Yours faithfully,  
Sd/-

(Tarun Mittal)  
Assistant Director General (PE-I)  
Tele: 011-2303 6239

Copy to:-

- (i) DDG (P), for information.
- (ii) Director, CEPT, Mysore for uploading this letter on the Department's website.

---

**Reply Received from Assistant Director General (SR & Legal)  
regarding grant of Special Casual Leave to hold DWC Meeting**

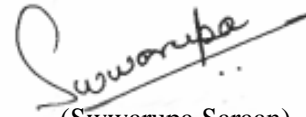
---

No. 10-01/2016-SR  
Government of India  
Ministry of Communications & IT  
Department of Posts  
(SR Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated the 17th November, 2016.

**Subject :- Request for grant of Special Casual Leave to DWC Members of Divisional/  
Branch Union of NU P-IV to hold DWC/BWC Meeting once within three  
months period.**

Kindly find enclosed a copy of letter No. NU/P-IV/Spl. CL/DWC/2016 dated 15-09-2016 received from General Secretary, National Union of Postal Employees, Postmen & Group-D/Multi Tasking Staff Group 'C' on the above mentioned subject, for necessary action at your end. A reply may be sent to the association directly under intimation to this Division.

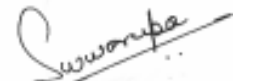
  
(Swwarupa Saraan)

Assistant Director General (SR & Legal)

Encl:- As stated above

DDG (P)

Copy to: General Secretary, National Union of Postal Employees,  
Postmen & Group-D/Multi Tasking Staff Group 'C', Dalvi Sadan,  
Khurshid Square, Civil Lines, P&T Colony, Delhi-110054.

  
(Swwarupa Saraan)

Assistant Director General (SR & Legal)

---

## Clarification on GDS Compassionate Appointment

---

Government of India  
Ministry of Communications  
Department of Posts  
(GDS Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated 16.11.2016.

No. 17-17/2016-GDS

To

All Heads of Circles.

**Subject :- Clarification on Compassionate Appointment.**

This office is in receipt of certain representations and communications seeking clarifications on rulings on the scheme for engagement of dependent of deceased GDS on Compassionate grounds. Details of the same and clarification thereon is as given below :-

S.No.	Query	Clarification
(i)	As to, whether any case of, compassionate appointment needs to be referred to the Directorate for condoning the delay in submission/lapse of time-period?	All the powers to grant appointment on compassionate grounds, have been delegated to Circles. Hence, by all means, no such reference is required to be made to this Directorate.
(ii)	Whether the CRC while considering the cases of compassionate appointment of dependent of the deceased GDS can give age relaxation in upper limit of age as in the case of Departmental Employees?	No. However, as per the point 4(a) of this Directorate Order No. 17-17/2016-GDS dated 23.06.2016 instructions has already been issued which read as follows: - "The entry age to the GDS posts shall be raised up to 40 years of age further relaxable by 03 years to those belonging to OBC categories and 05 years in case of candidates belonging to SC/ST."

2. This issues with the approval of the competent authority.

(R.L. Patel)  
Assistant Director General (GDS/PCC)

---

## Replies Received from Director to General Secretary

---

No. 16-41/2016-SR  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated the 5th December, 2016

To,  
The Chief Postmaster General,  
W.B. Circle,  
Kolkata.

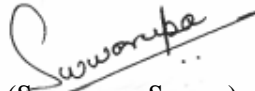
**Subject : Request for grant of Special Meeting to discuss long pending problems of NUPE P-IV of W.B. Circle.**

Sir,

I am directed to enclose herewith a copy of Letter No. NU/P-IV/WB Circle/2016 dt. 22-11-2016 together with an enclosure containing 10 point problems of West Bengal Circle, addressed to Secretary (Posts), received from General Secretary, National Union of Postal Employees, Postmen & Multi Tasking staff Group 'C' on the subject cited above. It is requested that a detailed report in the matter may be sent to SR Section at an early date.

Encl: As Above

Yours faithfully,

  
(Swwarupa Saraan)  
ADG (SR & Legal)

Copy to : General Secretary, National Union of Postal Employees, Postmen & Multi Tasking Staff Group 'C', Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054.

---

No. 16-41/2016-SR  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated the 5th December, 2016

To,  
The Chief Postmaster General,  
Maharashtra Circle  
Mumbai

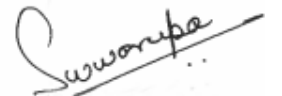
**Subject : Issue of filling all the vacant post for the year 2009 to 2014 and 2015-2016 and recruitment examination of Postman MTS held on 29-3-2016 and 30-3-2015 in Maharashtra Circle.**

Sir,

I am directed to enclose herewith a copy of Letter No. NU/P-IV/Recruitment/Exam/Postman/MH/2016 dt. 22-11-2016 addressed to Secretary (Posts), received from General Secretary, National Union of Postal Employees, Postmen & Multi Tasking staff Group 'C' on the subject cited above. It is requested that a detailed report in the matter may be sent to SR Section at an early date.

Encl: As Above

Yours faithfully,

  
(Swwarupa Saraan)  
ADG (SR & Legal)

Copy to : General Secretary, National Union of Postal Employees, Postmen & Multi Tasking Staff Group 'C', Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054.

---

No. 141-141/2013-SPB-II (pt)  
Government of India  
Ministry of Communications  
Department of Posts  
(SPB-II Section)

Dated the 3rd December, 2016

To

All Chief Postmaster(s) General

Subject : Instructions to stop irregular Rule-37 Transfers

Sir/Madam,

Some of the Unions have pointed out that many Officers/Officials in Circles have been irregularly awarded Rule 37 Transfer by way of disciplinary action.

2. As per Rule 37 of Postman Manual Volume-IV, all officials of the Department are liable to be transferred to any part of India unless it is expressly ordered otherwise for any particular class or classes of officials. Transfer is not a penalty under the CCS (CCA) Rules, 1965. Therefore, transferring an employees as a result of disciplinary proceedings initiated under CCS (CCA) Rules, 1965 should be avoided.

3. All Circles are requested to follow the provision of Rule-37 in letter and spirit, and the provision of Rule 37 should not be invoked in disciplinary proceeding initiated under CCS (CCA) Rules, 1965.

Yours faithfully,



(Satya Narayana Dash)  
Assistant Director General (SPN)

---

## Salary payment in cash to staff

---

No. 10-01/2016-SR  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Section)

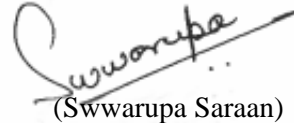
Dak Bhawan, Sansad Marg,  
New Delhi-110001

Dated the 7th December, 2016

**Subject : Request for salary payment in cash to staff.**

Kindly find enclosed a copy of Letter No. FNPO/Salary in Cash/2016 dt. 18-11-2016 received from General Secretary, National Union of Postal Employees, Postmen & Group D/Multi Tasking staff Group 'C' on the above mentioned subject, for necessary action at your end. A reply may be sent to the association directly under intimation to this Division.

Yours faithfully,



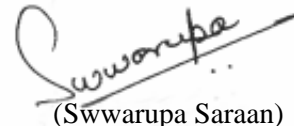
(Swwarupa Saraan)

Assistant Director General (SR & Legal)

Encl: - As stated above

DDG (FS)

Copy to : General Secretary, National Union of Postal Employees, Postmen & Group-D/  
Multi Tasking Staff Group 'C', Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony,  
Delhi-110054.



(Swwarupa Saraan)

Assistant Director General (SR & Legal)

---

**To provide food/tiffin to Staff  
working on Holiday/Late Night Working**

---

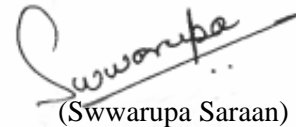
No. 10-01/2016-SR  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated the 14th December, 2016

**Subject : Request for issue of instructions to provide food/tiffin to staff working  
on Holiday/Late Night Working.**

Kindly find enclosed a copy of Letter No. FNPO/Supply of Tiffin/2016 dt. 22-11-2016 received from General Secretary, National Union of Postal Employees, Postmen & Group D/Multi Tasking staff Group 'C' on the above mentioned subject, for necessary action at your end. A reply may be sent to the association directly under intimation to this Division.

Yours faithfully,

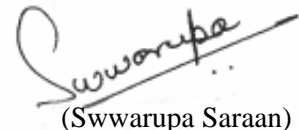


(Swwarupa Saraan)  
Assistant Director General (SR & Legal)

Encl: - As stated above

DDG (FS)

Copy to : General Secretary, National Union of Postal Employees, Postmen & Group-D/  
Multi Tasking Staff Group 'C', Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony,  
Delhi-110054.



(Swwarupa Saraan)  
Assistant Director General (SR & Legal)



---

## To provide detective machines at all Post Offices

---

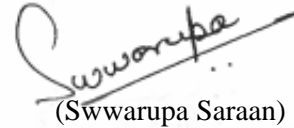
No. 10-01/2016-SR  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated the 14th December, 2016

**Subject : Request to provide detective machines at all Post Offices doing the work of Booking and Delivery of COD Articles.**

Kindly find enclosed a copy of Letter No. NU/P-IV/AIC/AP/COD/2016 dt. 22-11-2016 received from General Secretary, National Union of Postal Employees, Postmen & Group D/Multi Tasking staff Group 'C' on the above mentioned subject, for necessary action at your end. A reply may be sent to the association directly under intimation to this Division.

Yours faithfully,



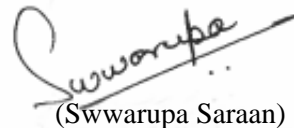
(Swwarupa Saraan)

Assistant Director General (SR & Legal)

Encl: - As stated above

DDG (FS)

Copy to : General Secretary, National Union of Postal Employees, Postmen & Group-D/  
Multi Tasking Staff Group 'C', Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony,  
Delhi-110054.



(Swwarupa Saraan)

Assistant Director General (SR & Legal)

---

## **Unnecessary complication in Change of Union, Non-Members and New Recruited Employees Membership Process April 2016**

---

No. 10-01/2016-SR  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Section)

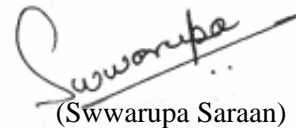
Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated the 12th January, 2017

To,  
The Chief Postmaster General,  
West Bengal Circle,  
Kolkata.

**Subject : Unnecessary complication made by Administration in Change of Union,  
Non-Members and New Recruited Employees Membership Process April 2016  
of NUPE Postmen & MTS Group C of Union - Case of South Hooghly Division.**

I am directed to enclose herewith a letter No. NU/P-IV/WB/Authorisation Letter/  
South Hooghly/2016 dated 19-12-2016 received from General Secretary, National Union  
of Postal Employees, Postmen & Group D/Multi Tasking staff Group 'C' on the above  
mentioned subject, for necessary action at your end.

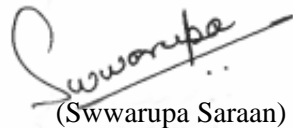
Yours faithfully,

  
(Swwarupa Saraan)

Assistant Director General (SR & Legal)

Encl: - As stated above

Copy to : General Secretary, National Union of Postal Employees, Postmen & Group-D/  
Multi Tasking Staff Group 'C', Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony,  
Delhi-110054.

  
(Swwarupa Saraan)

Assistant Director General (SR & Legal)

---

---

**Union seeking appointment under compassionate grounds  
of Shri H. Sentamil Selvan**

---

**Department of Posts**

From Chief Postmaster General Tamilnadu Circle, Chennai-600 002.	To The Postmaster General, Chennai City Region, Chennai-600 002.
---	---

**No. REP/32-RRR/2017**

**dt at Ch-600 002**

**the 08.03.2017.**

---

**Sub :** Request of NUPE P-IV union for appointment on compassionate grounds of Shri H. Tamil Selvan, S/o late Shri S. Heasting Prabu, Ex. Postman, Perambur - reg..

\*\*\*\*\*

A copy of letter dated 21.02.2017 received at this office on 23.02.2017 from Shri T.N. Rahate, General Secretary and President FNPO union seeking appointment under compassionate grounds of Shri H. Sentamil Selvan, S/o Late Shri S. Heasting Prabu, Ex. Postman, Perambur, is sent herewith. The official is stated to have expired on 04.11.2005.

If the proposal is already received, please forward the same through the PMG, CCR. If not, kindly obtain and forward the proposal for compassionate appointment in synopsis three parts with specific recommendations (or) otherwise, to this section for further processing.

Encl : As above

- Sd/-

(S. Kumar)

AD (Rectt)

for Chief Postmaster General  
Tamilnadu Circle, Chennai 600 002.

☎ 2852 0310

Copy to

1. The SSPO's Chennai City North Division, Chennai-600 008 for information and necessary action.
2. Shri T.N. Rahate, General Secretary and President FNPO, Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-1100054 for information. w.r.t letter No. NU/P-IV/Compassionate Appointment/2017 dated 23.02.2017

- Sd/-

(S. Kumar)

AD (Rectt)

---

## Representation from Government Servant on Service Matters

---

No. 20-5/2016-SPB-II  
Government of India  
Ministry of Communications  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated 27<sup>th</sup> March, 2017

To

All Chief Postmaster(s) General,  
All Postmaster(s) General,  
Director, RAKNPA, Ghaziabad,  
All Directors, Postal Training Centre.

Subject : Representation from Government Servant on service matters - regarding.

Sir/Madam,

I am directed to refer this Department's letter of even number dated 13.10.2016 wherein instructions have been issued on direct submission of representations by Government Servants for their service matters. In spite of these instructions, it has been observed that Government servants are still continuing to represent directly to the Prime Minister, Hon'ble Minister, Cabinet Secretariat and other higher authorities of Departments.

2. It is, therefore, reiterated that as per the existing instructions, wherever, in any matter connected with his service rights or conditions, a Government servant wishes to press a claim or to seek redressal of a grievance, the proper course for him is to address his immediate official superior, or Head of his office, or such other authority at the appropriate level who is competent to deal with the matter in the organization.

3. Such submission of representations including through email or public grievance portal directly to other authorities by-passing the prescribed channel of communication has to be viewed seriously and appropriate disciplinary action should be taken against those who violate these instructions. This can rightly be treated as an unbecoming conduct attracting the provisions of Rule 3(1)(iii) of the Central Civil Services (Conduct Rules, 1964. **Representation by relatives of Government Servant is also treated as outside influence as clarified vide MHA OM No. F. 25/21/63-Estt.(A) dated 19.09.1963.** Such representations will invite action under the provision of Rule 20 of Central Civil Service (Conduct) Rule, 1964 prohibiting Govt. servant from bringing outside influence in his service matter.

4. Further, it is also clarified that the competent authority for redressal of grievance of all non-gazetted employees are in the respective Circle only. As such, the service matter of the all such employees must be settled in the concerned Circles only.

5. In view of the above, All Heads of the Circle are requested to bring the above instructions to the notice of all officers and staff and sensitize them to submit their representations to their immediate officers or the officer competent to dispose of the grievance.

Yours faithfully,

Sd/-

(G. Rajeev)

Director (SPN)

---

**Reply Received from ADG (SR & Legal) regarding cases of  
Individual Government Servants relating to service matters**

---

No. 10-11/2016-SR  
Government of India  
Ministry of Communications & IT  
Department of Posts  
(SR Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated the 25th October, 2016.

To,  
General Secretaries of all Recognized Service Associations.

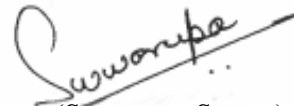
**Subject :- Circulation of Instructions No. 31-3/66-SR dated 24.11.66 regarding cases  
of individual Government Servants relating to service matters.**

Sir/Madam,

Your attention is invited to this Department's instructions No. 31-3/1966-SR dated 24.11.66 regarding cases of individual Government servants relating to service matters. As per the instructions, it is informed that "the service associations shall not espouse or support the cause of individual Government Servants relating to service matters. When such references are received, the Service Associations may be informed that they are precluded from taking up individual cases with the Administration and as such, their references are being filed."

2. In view of above, it is requested that Service Associations may not take up individual cases. The individuals Complainants may take up their issues individually at Circle level or Directorate level with the Public Grievances Division.

3. This issues with approval of Secretary (Posts).

  
(Swwarupa Saraan)  
ADG (SR & Legal)

---

No. 4-23/2009-PAP  
Government of India  
Ministry of Communication & IT  
Department of Posts  
(Establishment Division)/P.A.P. Section,  
Dak Bhawan, Sansad Marg, New Delhi-110001

Dated : 12th June, 2017

To

General Secretary,  
National Union of Postal Employees Postmen &  
Group 'D'/Multi-Tasking Staff Group 'C',  
Dalvi Sadan, Khurshid Square,  
Civil Lines, P&T Colony,  
DELHI-110054.

Sub : Continued grant of HRA to the Postal Staff working at Koradi Thermal Power Station PO near Nagpur in Maharashtra Circle for the period from 01.02.2011 to 31.01.2017 - reg.

**Ref.: Your Office No. FNPO/Koradi/HRA/2017 dated 07.01.2017.**

I am directed to refer your above quoted letter on the above subject received from this office's SR & Legal Cell vide their letter No. 10-01/2017-SR & Legal dated 29th March, 2017. The Association has mentioned that this office has not issued necessary HRA sanction for the above said period despite that the correspondence was made much earlier by the Circle.

2. In this regard, it is stated that on receipt of the proposal for the period from 01.02.2011 to 31.01.2017, the Directorate has processed the proposal in time and also issued necessary HRA sanction in time in favour of postal staff working at Koradi Thermal Power Station PO near Nagpur in Maharashtra Circle vide letter of even dated 16.03.2017 (copy enclosed).

(K.V. Vijayakumar)  
Assistant Director General (Estt.)

Copy to for information:-

Assistant Director General (SR & Legal) w.r.t. their letter No. 10-01/2017 - SR dated 29.03.2017.

(K.V. Vijayakumar)  
Assistant Director General (Estt.)

No. 4-23/2009-PAP  
Government of India  
Ministry of Communication & IT  
Department of Posts  
(Establishment Division)/P.A.P. Section,  
Dak Bhawan, Sansad Marg, New Delhi-110001

Dated : 16th March, 2017

To

The Postmaster General,  
Nagpur Region,  
Maharashtra Circle,  
Nagpur-440010.

Sub : Continued grant of HRA to the Postal Staff working at Koradi Thermal Power Station PO near Nagpur in Maharashtra Circle for the period from 1-2-2011 to 31-1-2017 - reg.

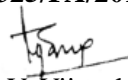
Ref.: Your Office No. Estt/4-1/2/HRA-CCA/2012 dated 30-11-2015/1-12-2015, 16-3-2016, Estt./4-1/2/HRA 2016 dated 16-3-2016, 16-11-2016, 3-2-2017 and 3-3-2017.

I am directed to state that Koradi Thermal Power Station PO near Nagpur City fulfills condition prescribed in Para 3(b)(iii) of the Ministry of Finance OM No. F.2 (37)-E.II (B)/64 dated 27-11-1965. The President is accordingly pleased to decide that regular departmental postal employees having their place of duty in Koradi TPS PO in Nagpur City Division may be granted House Rent Allowance at the same rates as appropriate to those posted within the qualified city of Nagpur subject to the fulfillment of conditions laid down in the Ministry of Finance OM dated 27-11-1965 referred to above, as amended from time to time.

2. The Orders will take effect from **1-2-2011** (a) upto **31-1-2017** (b) till the conditions prescribed in Para 3(b)(iii) of the OM dated 27-11-1965 referred to above continues to be fulfilled in respect of Koradi TPS PO in Nagpur City Division or (c) until issue of any further orders in the matter by the Ministry of Finance, Department of Expenditure, New Delhi whichever period is the earliest. This is in continuation of this office letter **No. 4-23/2009-PAP** dated **18-11-2010**. Under no circumstances the enhanced HRA be paid after expiry of sanction and without proper renewal from the Competent Authority. **It may be ensured that while granting HRA to the Postal Staff working at the above Post Office, the recommendations of Seventh Pay Commission may be kept in view.**

3. The expenditure is debitable to the head 'Salaries under Major Head 3201 - Postal Services' under relevant abstract and should be met from the sanctioned grant.

4. This issues with the concurrence of Finance Advice vide their **Diary No. 325/FA/2017/CS** dated **16-03-2017**.

  
(K.V. Vijayakumar)  
Assistant Director General (Estt.)

Copy to for information:-

1. The Chief Postmaster General, Maharashtra Circle, Mumbai. **It is requested to revalidate the period beyond 31-01-2017. It is mentioned here that no proposal would be considered where the Dependency Certificate will not bear the name, stamp and SEAL of the District Collector of the area concerned. Further, the date of validity of the Dependency Certificate should cover the date of issue of the certificate in future cases.**

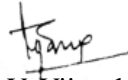
2. The Deputy Director of Accounts Postal, Nagpur.

3. Director of P&T Audit, Nagpur

4. Sr./Supdt. of Post Offices Nagpur City Division.

5. The Finance Advice Section, Department of Post, Dak Bhawan, New Delhi.

6-9. The Guard File/The Sanction File/The Office Copy.

  
(K.V. Vijayakumar)  
Assistant Director General (Estt.)

---

## **Shortage of Manpower in Army Postal Service (APS)**

---

Tele: 26188634

90413/WO/Gen/APS 1C

Addl Directorate General  
APS  
PIN-908700  
C/O 56 APO  
07 Apr 17

Shri TN Rahate,  
General Secretary,  
National Union of Postal Employees Postmen & MTS Gr C,  
CHQ: Dalvisadan, Khurshid Square,  
P & T Colony, Civil Lines, Delhi-54

### **SHORTAGE OF MANPOWER IN ARMY POSTAL SERVICE (APS)**

Sir,

1. It is well known fact, that Army Postal Service Corps is a part of Dept. of Posts and functioning as Base Circle which is offering Postal and remittance facilities to the men in uniform who are serving the nation during war and peace.
2. It is to inform you that number of vacancies at different level are still available in APS which not only provides opportunities for DoP officials to serve in APS but also improve the overall career development as a leader.
3. The Corps is in need of good Nos of Officials in all cadres (ASPo/IPo/PA/SA/PM/MG/MTS) for manning APS Corps. The officials will get appropriate/equivalent ranks of Army as that of their designation/status in civil.
4. Volunteers of DoP who opt to serve will get additional facilities and allowances. A pamphlet on various facilities available in APS alongwith specimen format of application form is enclosed.
5. It is requested that the DoP officials at all levels be motivated to join APS. The undersigned may please be contacted for more information.

Encl : As above

Yours faithfully,



(T Mohan)  
Maj  
Off Director APS (Staff)  
for Addl DG APS



---

---

## **Application for Enrolment as a Volunteer For Field Service to Army Postal Service**

---

(To be filled in by the Volunteers)

### Part-I

1. Name (including alias if any) :  
(In Block Letters)
  2. Father's Name :
  3. Permanent Home Address :
  4. Educational Qualification :
    - (a) Whether knows typing, present speed :
    - (b) Whether knows shorthand, present speed :
  5. (a) Date of initial appointment (If Officiating also :  
state substantive appointment with date
  - (b) Date of initial appointment in Civil Postal :  
Department and the cadre in which appointed
6. Present Address :
  7. Date of Birth :
  8. Place of Birth :
  9. Brief Particulars of Previous Military Service, if any :
  10. Conditions of Service :-
    - (a) The volunteer is required to undergo preliminary medical examination at the nearest Military Recruiting Office. Actual travelling expenses are admissible to him for visit made in connection with preliminary medical examinations.
    - (b) The volunteer is at liberty to apply to have his name removed from the list of volunteers at any time except after he has been ordered to proceed on filed service.
    - (c) On receipt of the Orders, the volunteer must start moving for the nearest Recruiting Office, within 24 hours of being relieved of his duties.
    - (d) The volunteer is required to serve in India or outside and he must remain on filed service as long as required under the terms of his enrolment.
    - (e) The detailed terms and conditions are contained in Director General, Posts and Telegraphs, General Circular No. 04 and the Postal Manual (War) India 1937.
  11. Declaration to be signed by the applicant :-

I hereby declare that to the best of my knowledge and belief the information given in the application form is correct. I accept the conditions of service in Army Postal Service and request that my name be entered in the list of volunteers for Filed Service.

(Signature of applicant)

Place :

Date :

---

---

**Part-II**  
**Declaration Regarding Plural Marriages**

12. I, ..... hereby declare that :-
- (a) I am not married
  - (b) I am widower
  - (c) I am married and have more than one wife living.
  - (d) I am married and do not have more than one wife living.
13. I also undertake not to contract another marriage without first obtaining the permission of Government of India, Min. of Def.
14. I fully understand that in the event of my declaration being found u/incorrect at any time during the time of training or after enrolment/appointment grant of commission, I shall be liable to be returned or dismissed from training/Service.

Witness : ..... Signature .....

Designation ..... Full Address .....

**Part-III**  
**Report on Preliminary Medical Examination**

15. I have this ..... day of ..... examined Shri .....  
..... and hereby certify, in my opinion, he is in  
good health and physically fit for active service in India or any other part of the world.

Place : (Signature and designation of Medical Officer)

Date :

**Part-IV**  
**Recommendation of the Divisional Officer/  
Immediate Superior of Gazetted Ranks**

Recommended. It is certified that Shri ..... (Name)  
has a good record of service, sound physique and active habits. No disciplinary  
proceedings are neither pending or contemplated against him. The particular  
given at Item 1 to 8 of the application have been verified from the service  
records and found correct.

Place : (Signature with designation)

Date :

(Unless the concerned can consciously sign,  
the application should not be sent)

---

## Non-holding of Monthly Meeting

---

Department of Posts  
Office of the Chief Postmaster General, U.P. Circle, Lucknow 226001

To,

The Postmaster General, Agra/Allahabad/Bareilly/Gorakhpur/Kanpur/Varanasi  
The Director Accounts (Postal) Aliganj, Lucknow,  
The Director Postal Services, Ghaziabad

No. Union/M-14-1/Recog/3/Ch. II

Dated at Lucknow: 30.3.2017

Sub: Non holding of monthly meeting with union by Divisional Heads

Respected Sir,

Kindly refer to this office letter of even number dated 15.2.2017 enclosing therewith copy of letter no. NUP-4/Monthly meeting dated 9.2.2017 of Shri P.R. Gupta, Circle Secretary, National Union of Postal Employees Postman & Gr 'D'/MTS Group 'C' on the above cited subject requesting for issue of necessary instruction to concerned Divisional Heads. In this regard, letter of Director (SR&Legal), N.D alongwith letter dt. 18.2.2017 of Shri T.N. Rahate, General Secretary has been received requesting for necessary action in the matter.

It is again requested to kindly issue necessary instructions to concerned Divisional Heads of your region for holding monthly meetings with the union. A suitable reply may please be sent to Shri T.N. Rahate, General Secretary, National Union of Postal Employees Postman & Gr 'D'/MTS Group 'C', Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054 with a copy to this office also.

Sd/-

(H.K. Yadav)

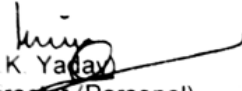
Asstt. Director (Personal)  
O/O Chief PMG, U.P. Circle,  
Lucknow 226001

Copy for similar necessary action to :-

1. The SSPOs, Lucknow/Faizabad/Ghaziabad
2. The Chief Postmaster, Lucknow GPO
3. The SPOs, Barabanki/Raebareli/Sitapur/Sultanpur
4. The SSRM 'O' Dn Lucknow
5. The SRM 'Sh' Dn, Saharanpur

Copy for information to

1. Shri T.N. Rahate, General Secretary, National Union of Postal Employees Postman & Gr 'D'/MTS Group 'C', Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054
2. The Director (SR&Legal), Department of Posts, Dak Bhawan, New Delhi w.r.t. letter no. 10-12/2016-SR daed 23.3.2017.

  
(H K Yadav)  
Asstt Director (Personal)  
O/O Chief PMG, U.P. Circle,  
Lucknow 226001

No. 16-01/2017-SR  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Section)

Dak Bhawan, New Delhi  
Dated: 29th March, 2017

To,

The Director,  
Rafi Ahmed Kidwai National Postal Academy,  
Kamla Nehru Nagar, Ghaziabad-201002,  
Uttar Pradesh.

**Subject : Request to hold one Lecture from Federation Heads of NFPE/FNPO regarding relationship of Union (Staff Side) with Administration - regarding.**

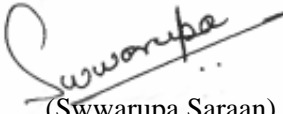
Sir,

I am directed to enclose herewith a letter No. FNPO/Relation with Staff Union/2017 dated 8.3.2017 received from President, FNPO and General Secretary, National Union of Postal Employees Postmen & Group-D/MTS Group 'C' addressed to Secretary (Posts), on the above mentioned subject. Secretary (Posts) has directed to advise you to make suitable arrangements to hold one lecture for newly recruited IPoS Officers at RAKNPA, Ghaziabad, from Federation Heads of NFPE/FNPO. This would definitely help newly recruited IPoS officers to know about the Union function from ground level to Directorate level so that a cordial relationship could be maintained with Union's representatives.

2. You may also consider other union representatives for the same lecture.

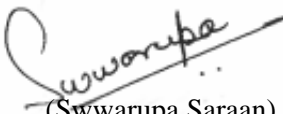
Yours faithfully,

Encl: As Above

  
(Swwarupa Saraan)

Assistant Director General (SR & Legal)

Copy to: President, FNPO and General Secretary, National Union of Postal Employees Postmen & Group-D/MTS Group 'C', Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054

  
(Swwarupa Saraan)

Assistat Director General (SR & Legal)

---

---

F.No. 35034/3/2015-Estt. (D)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

North Block,  
New Delhi

Dated the September 27, 2016

**OFFICE MEMORANDUM**

**Subject : Modified Assured Career Progression Scheme (MACPs) for the Central Government Civilian Employees - Implementation of Seventh CPC Recommendations.**

The Modified Assured Career Progression Scheme was introduced with effect from 01.09.2008 in pursuance of the recommendations of the Sixth Pay Commission by this Department's OM No. 35034/3/2008-Estt (D) dated 19th May, 2009. Subsequently, clarifications/FAQs were issued vide OM dated 16.11.2009, 09.09.2010, 01.04.2011, 13.06.2012, 04.10.2012 and 10.12.2014. These instructions are in force with effect from 01.09.2008.

2. The 7th Central Pay Commission (CPC) in para 5.1.44 of its report has recommended inter-alia as follows:

*“MACP will continue to be administered at 10, 20 and 30 years as before. In the new Pay Matrix, the employee will move to immediate next level in hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the Pay Matrix. MACPs will continue to be applicable to all employees up to Higher Administrative Grade (HAG) level except members of Organised Group ‘A’ Services.”*

3. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7th CPC accepted by the Government, the Modified Assured Career Progression Scheme (MACPs) will continue to be administered at 10, 20 and 30 years as before. Further, Para 1 and 2 of the existing Scheme (Annexure to this Department's OM No. 35024/3/2008-Estt. D dated 19th May, 2009) will be substituted by the following words:-

---

“1. There shall be three financial upgradations under the MACPs as per 7th CPC recommendations, counted from the direct entry grade on completion of 10, 20 and 30 years services respectively or 10 years of continuous service in the same level in Pay Matrix, whichever is earlier.

2. The MACPs envisages merely placement in the immediate next higher level in the Pay Matrix as given in PART A of Schedule of the CCS (Revised Pay) Rules, 2016. Thus, the level in the Pay Matrix at the time of financial upgradation under the MACPs can, in certain cases where regular promotion is not between two successive levels in the Pay Matrix, be different than what is available at the time of regular promotion. In such cases, the higher level in the Pay Matrix attached to the next promotion post in the hierarchy of the concerned cadre/organisation will be given only at the time of regular promotion.”

4. The 7th Central Pay Commission (CPC) in para 5.1.45 of its report has interalia recommended as follows:

*“Benchmark for performance appraisal for promotion and financial upgradation under MACPs to be enhanced from ‘Good’ to ‘Very Good’.”*

5. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7th CPC accepted by the Government, para 17 of the Scheme (Annexure to OM No. 35024/3/2008-Estt. D dated 19th May, 2009) shall be substituted by the following words:-

*“17. For grant of financial upgradation under the MACPs, the prescribed benchmark would be ‘Very Good’ for all the posts.”*

6. These changes will come into effect from 25th July, 2016, i.e. from the date of resolution notified by Department of Expenditure, Ministry of Finance regarding acceptance of the recommendations of the 7th CPC.

7. The comprehensive MACP Scheme on acceptance of Seventh Central Pay Commission recommendations will be issued separately.

Sd/-

(Jayanthi G.)

Director (E.I)

Tel: 23092479

To

**All Ministries/Departments of Government of India.**

File No. 4-7/(MACPS)/2009-PCC  
Government of India  
Ministry of Communication & IT  
Department of Posts  
(Establishment Division)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated 23.06.2016

Corrigendum

To,  
All Heads of Circles

**Subject : Modified Assured Carrier Progression Scheme to Central Government Civil Employees with effect from 01.09.2008.**

I am directed to refer this Directorate Office Memorandum of even number dated 18 Sep 2009 on the subject mentioned above.

2. In the salient feature of MACPs circulated vide aforesaid OM, in top 3rd and 4th lines of Para 9 at Page No. 6, the sentence "Service rendered on adhoc/contract basis before regular appointment or pre-appointment training shall not be taken into reckoning" be replaced by the sentence "Service rendered on adhoc/contract basis before regular appointment on pre-appointment training shall not be taken into reckoning."

3. The same may be brought to the notice of all concerned. All other entries hold good.

  
(R.L. Patel)

Assistant Director General (GDS/PCC)

Copy to

1. Chief General Manager, PLI, Chanakyapuri, New Delhi
2. Chief General Manager, BD Directorate, New Delhi
3. Senior PPS to Secretary (P)/IS&FA/Secretary (PSB)
4. Addl. Director General, APS, R.K. Puram, New Delhi-110066
5. Director, Postal Staff College, Ghaziabad/All Directors, Postal Training Centers
6. All Directors/Deputy Directors of Accounts (Postal)
7. Principal Director of Audit (Postal), Delhi-110054
8. The Officer in Charge, APS Record Office, Kamptee.
9. All Recognized Unions/Associations/Federations.
10. All Members/Sr. D.D.G./D.D.Gs.
11. Resident Auditor Postal Directorate, C&A (PB, PAP, GA (Admn.), SPG

---

## Very Important Order of MACP Benchmark for Promotion

---

No. 20-45/2016-SPB-II  
Government of India  
Ministry of Communications  
Department of Posts  
(Personnel Division)

Dak Bhavan, Sansad Marg,  
New Delhi-110001  
Dated the 1st February, 2017

To

**All Chief Postmaster(s) General**

**Subject : Clarification on Benchmark for promotion.**

Sir,

I am directed to refer to subject cited above and to say that the modalities of the benchmark to be taken for promotion after implementation of 7th Pay Commission Report has been examined in consultation with Department of Personnel & Training (DOPT). DOPT has stated that the modalities of the benchmark are being examined in consultation with UPSC and Department of Legal Affairs. In this regard, all Circles are, hereby, requested to follow instructions contained in DOPT's OM No. 35034/7/97-Estt (D) dated 8-2-2002 until further clarification is uploaded/issued by DOPT on its website or issued by DoP. A copy of DOPT's ID No. 1211382/2016/CR dated 8-12-2016 is enclosed.

Yours faithfully



(Satya Narayana Dash)  
Assistant Director General (SPN)

Copy to : Director (Estt) for information.



---

---

Ministry of Personnel, Public Grievances & Pension  
Department of Personnel & Training

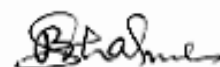
North Block, New Delhi

**Sub : Benchmark for promotion regarding.**

Reference is invited to Department of Posts ID note dated 28-11-2016 seeking clarification of this Department on the above subject.

2. The government has accepted the recommendation of the 7th Central Pay Commission regarding benchmark for promotion. The modalities of the same are being examined within this Department in consultation with the Union Public Service Commission and Department of Legal Affairs.
3. The same will be placed in the public domain after its finalization. The instructions/ guidelines issued by this Department are generally prospective in nature.
4. The file [no. 20-45/2016-SPB.II] is returned herewith.

Encl: As above



(Rajesh Sharma)

Under Secretary to Govt. of India

Tel. No. 2304 0340

Director (SPN), Department of Posts [Shri G. Rajeev]

DoP&T ID no. 1211382/2016/CR dated 8.12.2016

No. 17/12/2016-SR  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated the 21st June, 2017

To,

1. All Heads of Postal Circle.
2. All Postmasters General.
3. Director Rafi Ahmed Kidwai National Postal Academy, Kamla Nehru Nagar, Ghaziabad-201002 (UP).
4. CGM, PLI Directorate, Chankyapuri PO, New Delhi.
5. CGM, BD&M Directorate, Dak Bhawan, New Delhi.
6. Postmaster General, Foreign Mails, Mumbai.
7. All Directors, Postal Training Centres.
8. Directors Foreign Mails, Chennai, Kolkata and Delhi.
9. All Directors/Dy. Directors of Accounts (Postal).


**Subject : Regarding filling the Vacant Post of AGS NUPE Postman and MTS Group C in CWC Meeting held from 28th to 29th March, 2017 at New Delhi.**

Madam/Sir,

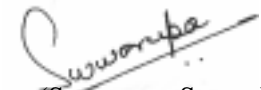
I am directed to state that meeting of Central Working Committee National Union of Postal Employees Postman, MTS Group C held at New Delhi from 28th to 29th March, 2017 unanimously elected Sh. N.N. Mujawar as Assistant General Secretary of the Union consequent upon resignation of Sh. S.P. Zunjarrao from the post of Assistant General Secretary.

This is for information and taking necessary action as per existing instructions on the subject.

Yours faithfully,

  
(Swwarupa Saraan)  
ADG (SR & Legal)

- Copy to:-
1. General Secretary, National Union of Postal Employees, MTS Group-C, Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054.
  2. All Sections in the Department of Posts.

  
(Swwarupa Saraan)  
ADG (SR & Legal)

**FNPO-JPGU Joint Seminar in Visakhapatnam, India,  
examines issue of postal bank privatization and  
financial inclusion, 22-23 March 2017**



**Shri T.N. Rahate, General Secretary, NUPE Postmen & Group C and President FNPO  
Shri D. Theagarajan, Secretary General, FNPO, Shri D. Kisanrao, GS, NAPE P-III  
Shri P.U. Muralidharan, General Secretary, NU GDS with JPGU Delegation  
from Japan/Singapore and all NAPE Circle Secretaries participants  
in Joint Seminar Vishakhapatnam, Date 22/23 March 2017**

**CHQ Quota**

All the Divisional Secretaries /  
Branch Secretaries  
are requested to  
send CHQ Quota of  
**Rs. 10/- (Rs. Ten)**  
each member per month to  
**Shri Jagdish Sharma,  
Treasurer (CHQ),  
Camp : I.P.H.O.,  
New Delhi-110002.  
M.: 09911 226062/  
09899 608399 / 08595 045985  
as early as possible.**

**सी.एच.क्यू कोटा**

सभी डिवीजनल सेक्रेटरी / ब्रांच सेक्रेटरी से  
अनुरोध किया जाता है CHQ कोटा  
रुपये 10/- (दस रुपये) प्रति मेंबर प्रतिमाह भेजें।  
यह चंदा दर दिसंबर 2014 से लागू है।  
**CHQ कोटा श्री जगदीश शर्मा,  
खंजाजी (CHQ),  
कैंप : आई.पी.एच.ओ. नयी दिल्ली-110002  
मो.: 09911 226062 / 09899 608399/  
08595 045985 को  
जल्द-से-जल्द से भेजें।**

---

---

## **Cabinet approves recommendations of the 7th CPC on allowances**

The Union Cabinet chaired by the Prime Minister Shri Narendra Modi approved the recommendations of the 7th CPC on allowances with some modifications. The revised rates of the allowances shall come into effect from 1st July, 2017 and shall affect more than 48 lakh central government employees.

While approving the recommendations of the 7th CPC on 29th June, 2016, the Cabinet had decided to set up the Committee on Allowances (CoA) in view of substantial changes in the existing provisions and a number of representations received. The modifications are based on suggestions made by the CoA in its Report submitted to Finance Minister on 27th April, 2017 and the Empowered Committee of Secretaries set up to screen the recommendations of 7th CPC.

### **7th CPC recommendations on Allowances**

The 7th CPC had adopted a three-pronged approach in examining a total of 197 allowances which involved an assessment of the need for continuation of each allowance, appropriateness of the set of people covered by the allowance and rationalisation which involved clubbing of allowances with similar objectives. Based on the examination on these lines, the 7th CPC recommended that 53 allowances be abolished and 37 be subsumed in an existing or a newly proposed allowance.

For most of the allowances that were retained, the 7th CPC recommended a raise commensurate with inflation as reflected in the rates of Dearness Allowance (DA). Accordingly, fully DA-indexed allowances such as Transport Allowance were not given any raise. Allowances not indexed to DA were raised by a factor of 2.25 and the partially indexed ones by a factor of 1.5. The quantum of allowances paid as a percentage of pay was rationalised by a factor of 0.8.

A new paradigm has been evolved to administer the allowances linked to risk and hardship. The myriad allowances, their categories and sub-categories pertaining to civilians employees, CAPF and defence personnel have been fitted into a table called the Risk and Hardship Matrix (R&H Matrix). The Matrix has nine cells denoting varying degrees of risk and hardship with one extra cell at the top named as RH - Max to include Siachen Allowance. Multiple rates applicable to individual allowances will be replaced by two slab rates for every cell of the R&H Matrix.

### **Modifications approved by the Cabinet**

The modifications approved today were finalised by the E-CoS based on the recommendations of the CoA. The CoA had undertaken extensive stakeholder consultations before finalising its recommendations. It had interacted with Joint Consultative Machinery (Staff side) and representatives from various staff associations. Most of the modifications are on account of continuing requirement of some of the existing arrangements, administrative exigencies and to further the rationalization of the allowances structure.

### **Financial Implications**

The modifications approved by the Government in the recommendations of the 7th CPC on allowances will lead to a modest increase of Rs. 1448.23 crore per annum over the projections made by the 7th CPC. The 7th CPC, in its Report, had projected the additional financial implication on allowances at Rs. 29,300 crore per annum. The combined additional financial implication on account of the 7th CPC recommendations along with the modifications approved by the Cabinet is estimated at Rs. 30748.23 crore per annum.

---

---

## **Highlights of Cabinet approval on Allowances**

### **1. Number of allowances recommended to be abolished and subsumed:**

Government has decided not to abolish 12 of the 53 allowances which were recommended to be abolished by the 7th CPC. The decision to retain these allowances has been taken keeping in view the specific functional requirements of Railways, Posts and Scientific Departments such as Space and Atomic Energy. It has also been decided that 3 of the 37 allowances recommended to be subsumed by the 7th CPC will continue as separate identities. This has been done on account of the unique nature of these allowances. The rates of these allowances have also been enhanced as per the formula adopted by the 7th CPC. This will benefit over one lakh employees belonging to specific categories in Railways, Posts, Defence and Scientific Departments.

### **2. House Rent Allowance**

HRA is currently paid @ 30% for X (population of 50 lakh & above), 20% for Y (5 to 50 lakh) and 10% for Z (below 5 lakh) category of cities. 7th CPC has recommended reduction in the existing rates to 24% for X, 16% for Y and 8% for Z category of cities. As the HRA at the reduced rates may not be sufficient for employees falling in lower pay bracket, it has been decided that HRA shall not be less than Rs. 5400, Rs. 3600 and Rs. 1800 for X, Y and Z category of cities respectively. This floor rate has been calculated @ 30%, 20% and 10% of the minimum pay of Rs.18000. This will benefit more than 7.5 lakh employees belonging to Levels 1 to 3.

7th CPC had also recommended that HRA rates will be revised upwards in two phases to 27%, 18% and 9% when DA crosses 50% and to 30%, 20% and 10% when DA crosses 100%. Keeping in view the current inflation trends, the Government has decided that these rates will be revised upwards when DA crosses 25% and 50% respectively. This will benefit all employees who do not reside in government accommodation and get HRA.

### **3. Siachen Allowance**

7th CPC had placed Siachen Allowance in the RH-Max cell of the R&H Matrix with two slabs of Rs. 21,000 and Rs. 31,500. Recognizing the extreme nature of risk and hardship faced by officers / PBORs on continuous basis in Siachen, the Government has decided to further enhance the rates of Siachen Allowance which will now go up from the existing rate from Rs. 14,000 to Rs. 30,000 per month for Jawans & JCOs (Level 8 and below) and from Rs. 21,000 to Rs. 42,500 per month for Officers (Level 9 and above). With this enhancement, Siachen Allowance will become more than twice the existing rates. It will benefit all the soldiers and officers of Indian Army who are posted in Siachen.

### **4. Dress Allowance**

At present, various types of allowances are paid for provisioning and maintenance of uniforms/ outfits such as Washing Allowance, Uniform Allowance, Kit Maintenance Allowance, Outfit Allowance etc. These have been rationalised and subsumed in newly proposed Dress Allowance to be paid annually in four slabs @ Rs. 5000, Rs. 10,000, Rs. 15,000 and Rs. 20,000 per annum for various category of employees. This allowance will continue to be paid to Nurses on a monthly basis in view of high maintenance and hygiene requirements. Government has decided to pay higher rate of Dress Allowance to SPG personnel keeping in view the existing rates of Uniform Allowance paid to them (which is higher than the rates recommended by the 7th CPC) as also their specific requirements. The rates for specific clothing for different categories of employees will be governed separately.

---

---

## **5. Tough Location Allowance**

Some allowances based on geographical location such as Special Compensatory (Remote Locality) Allowance (SCRLA), Sunderban Allowance & Tribal Area Allowance have been subsumed in Tough Location Allowance. The areas under TLA have been classified into three categories and the rates will be governed as per different cells of R&H Matrix and will be in the range of Rs.1000 - Rs. 5300 per month. The 7th CPC had recommended that TLA will not be admissible with Special Duty Allowance (SDA) payable in North-East, Ladakh and the Islands. Government has decided that employees will be given the option to avail of the benefit of SCRLA at pre-revised rates along with SDA at revised rates.

## **6. Recommendations in respect of some important allowances paid to all employees:**

- (i) Rate of Children Education Allowance (CEA) has been increased from Rs. 1500 per month / child (max. 2) to Rs. 2250 per month / child (max.2). Hostel Subsidy will also go up from Rs. 4500 per month to Rs. 6750 per month.
- (ii) Existing rates of Special Allowance for Child Care for Women with Disabilities has been doubled from Rs. 1500 per month to Rs. 3000 per month.
- (iii) Higher Qualification Incentive for Civilians has been increased from Rs. 2000 - Rs. 10000 (Grant) to Rs. 10000 - Rs. 30000 (Grant).

## **7. Recommendations in respect of some important allowances paid to Uniformed Services: Defence, CAPFs, Police, Indian Coast Guard and Security Agencies**

- i. The 7th CPC has recommended abolition of Ration Money Allowance (RMA) and free ration to Defence officers posted in peace areas. It has been decided that Ration Money Allowance will continue to be paid to them and directly credited to their account. It will benefit 43000 Defence officers.
- ii. Technical Allowance (Tier - I & II) are paid to Defence officers belonging to technical branches @ Rs. 3000 per month and Rs. 4500 per month. 7th CPC has recommended that Technical Allowance (Tier - II) be merged with Higher Qualification Incentive for Defence personnel. In view of the specific requirements of Defence Forces for the Defence personnel to keep pace with changing Defence requirements and technologies, the Government has decided not to discontinue Technical Allowance. The list of courses for these allowances will be reviewed to remain in sync with the latest technical advancements in Defence.
- iii. The facility of one additional free railway warrant (Leave Travel Concession) presently granted to personnel of Defence Forces serving in field/high altitude/CI Ops shall also be extended to all personnels of CAPFs and the Indian Coast Guard.
- iv. Rates of High Altitude Allowance granted to Defence Forces and CAPF personnel will be governed by the R&H Matrix. The rates will go up from Rs. 810 - Rs. 16800 per month to Rs. 2700 – Rs. 25000 per month.
- v. Field Area Allowances are granted to Indian Army, Air Force & CAPF personnel. The rates of Field Area Allowances (Modified Field, Field & Highly Active) will be governed by the R&H Matrix. The rates will go up from Rs. 1200 - Rs. 12600 per month to Rs. 6000 - Rs. 16900 per month. Classification of field areas for this allowance will be done by Ministry of Defence for Defence personnel and by Ministry of Home Affairs for CAPFs.
- vi. The rates of Counter Insurgency Ops (CI Ops) Allowance, granted to Defence and CAPFs while deployed in counter – insurgency operations will be governed by the R&H Matrix. The rates will go up from Rs. 3000 - Rs. 11700 per month to Rs. 6000 – Rs. 16900 per month.

- 
- vii. Rates of MARCOS and Chariot Allowance granted to marine commandos of Indian Navy will be governed by the R&H Matrix. The rates will go up from Rs. 10500 - Rs. 15750 per month to Rs. 17300 – Rs. 25000 per month.
  - viii. Rates of Sea Going Allowance granted to personnel of Indian Navy will be governed by the R&H Matrix. The twelve hour conditionality for determining the eligibility of Sea Going Allowance has been reduced to four hours. The rates will go up from Rs. 3000 - Rs. 7800 per month to Rs. 6000 – Rs. 10500 per month.
  - ix. Rates of Commando Battalion for Resolute Action (COBRA) Allowance granted to CRPF personnel deployed in Naxal hit areas will be governed by the R&H Matrix. The rates will go up from Rs. 8400 - Rs. 16800 per month to Rs. 17300 – Rs. 25000 per month.
  - x. Rates of Flying Allowance granted to flying branch and technical officers of Defence Forces will be governed by the R&H Matrix. The rates will go up from Rs. 10500 - Rs. 15750 per month to Rs. 17300 – Rs. 25000 per month. It has been extended mutatis mutandis to BSF Air Wing also.
  - xi. Rates of Higher Qualification Incentive for Defence Personnel have been increased from Rs. 9000 –Rs. 30000 (Grant) to Rs. 10000 – Rs. 30000 (Grant).
  - xii. Aeronautical Allowance, presently paid to personnel of Indian Navy, has been extended to Indian Coast Guard. The rate of this allowance has been increased from Rs. 300 per month to Rs. 450 per month.
  - xiii. Rates of Test Pilot and Flight Test Engineer Allowance will be governed by the R&H Matrix. The rates will go up from Rs. 1500 / Rs. 3000 per month to Rs. 4100 / Rs. 5300 per month.
  - xiv. Rates of Territorial Army Allowance have been increased from Rs. 175 - Rs. 450 per month to Rs. 1000 - Rs. 2000 per month.
  - xv. Ceilings of Deputation (Duty) Allowance for Defence Personnel have been increased from Rs. 2000 -Rs. 4500 per month to Rs. 4500 - Rs. 9000 per month.
  - xvi. Rates of Detachment Allowance have been increased Rs. 165 - Rs. 780 per day to Rs. 405 – Rs. 1170 per day.
  - xvii. Rates of Para Jump Instructor Allowance have been increased from Rs. 2700/3600 per month to Rs. 6000 / Rs. 10500 per month.
  - xviii. Special Incident / Investigation / Security Allowance has been rationalized. Rates for Special Protection Group (SPG) have been revised to 55% and 27.5% of Basic Pay for operational and non – operational duties respectively.

#### **8. Recommendations in respect of some important allowances paid to Indian Railways**

- i. Rates of Additional Allowance have been increased from Rs. 500 / 1000 per month to Rs. 1125 / 2250 per month. This has also been extended to Loco Pilot Goods and Senior Passenger Guards also @ Rs. 750 per month.
- ii. In view of strenuous nature of the job, new Allowance namely Special Train Controller's Allowance @ Rs. 5000 per month for Train Controllers of Railways has been introduced.

#### **9. Recommendations in respect of some important allowances paid to Nurses & Ministerial Staffs of Hospital**

- i. Existing rate of Nursing Allowance has been increased from Rs. 4800 per month to Rs. 7200 per month.
- ii. Rate of Operation Theatre Allowance has been increased from Rs. 360 per month to Rs. 540 per month.

- 
- 
- iii. Rates of Hospital Patient Care Allowance / Patient Care Allowance have been increased from Rs. 2070 - Rs. 2100 per month to Rs. 4100 – Rs. 5300 per month. 7th CPC recommendations modified to the extent that it will be granted to Ministerial staff also.

#### **10. Recommendations in respect of some important allowances paid to Pensioners**

Rate of Fixed Medical Allowance (FMA) for Pensioners has been increased from Rs. 500 per month to Rs. 1000 per month. This will benefit more than 5 lakh central government pensioners not availing CGHS facilities.

- i. The rate of Constant Attendance Allowance granted on 100% disablement has been increased from Rs. 4500 per month to Rs. 6750 per month.

#### **11. Allowances to Scientific Departments**

- i. The recommendations of 7th CPC to abolish Launch Campaign Allowance and Space Technology Allowance has not been accepted. In order to incentivize the supporting employees in Space and Atomic Energy sector, the rate of Launch Campaign and Space Technology Allowance has been increased from Rs. 7500 per annum to Rs. 11250 per annum. Professional Update Allowance for non-gazetted employees of Department of Atomic Energy will also continue to be paid at the enhanced rate of Rs. 11250 per annum.
- ii. The 7th CPC had placed Antarctica Allowance, paid to the Scientists and other members undertaking the expedition to Antarctica under the Indian Antarctic programme, in the RH-Max Cell of the R&H Matrix. The rates of the RH-Max Cell recommended by the 7th CPC were less than the existing rates of Antarctica Allowance which is currently paid on per day basis. Considering the specific nature of these expeditions and to provide appropriate increase in rates, Government has decided to keep Antarctica Allowance out of the R&H Matrix and the allowance will continue to be paid on per day basis as per existing practice. The Rates of Antarctica Allowance will go up from Rs. 1125 per day (Summers) and Rs. 1688 per day (Winters) to Rs. 1500 per day (Summers) and Rs. 2000 per day (Winters).

#### **12. Allowances paid to D/o Posts**

- i. The recommendations of 7th CPC to abolish Cycle Allowance, granted mainly to Postmen and trackmen in Railways, has not been accepted. Keeping in view the specific requirement of this allowance for postmen in Department of Posts and trackmen in Railways, the cycle allowance is retained and the rates have been doubled from Rs. 90 per month to Rs. 180 per month. This will benefit more than 22,200 employees.

#### **Conclusion**

While increasing the rate of allowances affecting the central government employees, especially the Defence, CAPF and Coast Guard personnel, the staff of Railways, Postal department and nursing staff, the total number of allowances have been rationalized from 197 to 128. Thus, the Government has shown a great deal of fiscal prudence and at the same time addressed the genuine concerns of the employees and responded to some of the administrative exigencies necessitating the modifications.

\*\*\*



## 7th CPC Allowances, what audit people will get

(a) **House Rent allowance –**

City	HRA	HRA, When DA >25%	HRA, When DA ≥50%
X	24%	27%	30%
Y	16%	18%	20%
Z	8%	9%	10%

(b) **Children Education Allowance –**

Existing (Max 2 children)	Enhanced (Max 2 children)	Hostel subsidy
Rs. 1500/- per child	Rs. 2250/- per child	Rs. 6750/- per month per child

(c) **Travelling Allowance –**

(i) **Accommodation –**

Level	Accommodation Charges per day	Remarks
14 and above	Rs. 7500/-	For levels 8 and below, the amount of claim (up to the ceiling) may be paid without production of vouchers against self-certified claim only. The self-certified claim should clearly indicate the period of stay, name of dwelling, etc. The ceiling for reimbursement will further rise by 25 percent whenever DA increases by 50 percent. Additionally, it is also provided that for stay in Class 'X' cities, the ceiling for all employees up to Level 8 would be Rs. 1,000 per day, but it will only be in the form of reimbursement upon production of relevant vouchers.
12 and 13	Rs. 4500/-	
9 to 11	Rs. 2250/-	
6 to 8	Rs. 750/-	
5 and below	Rs. 450/-	

(ii) **Travelling Charges**

Level	Charges per day	Remarks
14 and above	AC Taxi Charges upto 50 km	For levels 8 and below, the claim (up to the ceiling) should be paid without production of vouchers against self-certified claim only. The self-certified claim should clearly indicate the period of travel, vehicle number, etc. The ceiling for levels 11 and below will further rise by 25 percent whenever DA increases by 50 percent. The rate of allowance for foot journeys shall be enhanced from the current rate of Rs. 7.5 per km to Rs. 12 per km travelled on foot. This rate also shall further rise by 25 percent whenever DA increases by 50 percent
12 and 13	Non AC Taxi Charges upto 50 km	
9 to 11	Rs. 338/- per day	
6 to 8	Rs. 225/- per day	
5 and below	Rs. 113/- per day	

- (iii) **Food bill (Now Lumpsum amount)** – There will be no food bill, instead a lump sum amount will be payable as per Table 1 below and depending on the length of absence from headquarters, would be regulated as per Table 2 below.

Lumpsum amount Table -1

Level	Lumpsum amount per day	Remarks
14 and above	Rs. 1200/-	No vouchers required. The Lump sum amount will increase by 25 percent whenever DA increases by 50 percent.
12 and 13	Rs. 1000/-	
9 to 11	Rs. 900/-	
6 to 8	Rs. 800/-	
5 and below	Rs. 500/- per day	

Lumpsum amount Table -2

Length of Absence	Amount payable	Remarks
< 6 hrs. from Hqrs.	30% of Lumpsum amount	Absence from Head Quarter will be reckoned from midnight to midnight and will be calculated on a per day basis.
6-12 hrs from Hqrs.	50% of Lumpsum amount	
> 12 hrs. from Hqrs.	100% of Lumpsum amount	

(d) **Transport Allowance**

Pay Level	Higher TPTA Cities (Rs. per month)	Other Places (Rs. per month)
9 and above	7200 + DA	3600 + DA
3 to 8	3600 + DA	1800 + DA
1 to 2	1350 + DA	900 + DA

(e) **Motor cycle Advance abolished, Festival Advance retained.**

Prepared by – P. Debadatta Das, AAO

Sources- 7th CPC Report and Cabinet decision on 28.06.17 (Ministry of Finance, GoI notification)

Kindly refer to Govt. notifications for further clarifications.

---

---

**After 20th AIC to June 2017**

**General Secretary wrote various letters to the Secretary (P), New Delhi  
Number of Letters 78 including related subject received from different cities like  
Maharashtra, Rajasthan, Odisha, West Bengal, Punjab, Haryana, UP, J&K etc.**

**General Secretary wrote various letters to CPMG, PMG, DPS, SSPO, SPO  
Circlewise**

Andhra Pradesh	CPMG	3
Bihar	CPMG	4
Andhra Pradesh	DPS	
Delhi Circle	CPMG	4
Jammu & Kashmir	CPMG	2
Karnataka Circle	CPMG	2
Kerala	CPMG	1
	Circle Secretary	2
Madhya Pradesh Circle	CPMG	4
Maharashtra Circle	CPMG	35
Pune	PMG	3
Nagpur Region	PMG	7
Mumbai Region	PMG	8
Goa Region	PMG	8
Mumbai Region	DPS	3

**Some Letters For**

Mumbai East Division	SSPO's
Mumbai North East Division	SSPO's
Ratnagiri	SPO
Sindhudurg	SPO
Director Accounts, Nagpur	
Director Mumbai GPO	
Sub Postmaster Korodi, Nagpur	

Punjab Circle	Secretary	1
Odisha Circle	CPMG	2
Rajasthan Circle	CPMG	1
Tamilnadu Circle	CPMG	6
UP Circle	CPMG	7
Muradabad (UP)	SPO	2
Mirzapur	Divisional Secretary	1
Uttar Pradesh	Circle Secretary	1
West Bengal Circle	CPMG	13
Kolkata Region	PMG	1
North Bengal Region	PMG	1
Vigilance Officer, Department of Posts		1
Prime Minister of India		1
Secretary, NJCM		1
Secretary, Staff Side		1
Appeal		5
RTI		10
Letters to Secretary General, FNPO		2
Letters to General Secretary, NAPE, Group C, Invitation		1
Letters to General Secretary, NU GDS, Invitation		1
Letters to General Secretary, NU Civil Wing, Invitation		1

**Many replies have been received from various Department and Officers  
but it is unable to include all the letters in this report.**

**If any one want to see their letters or their reply  
it will be available with General Secretary, NUPE P-IV**

---

---

## **Various Orders Received from the Department of Posts**

1. No. 44-2/2011-SPB.II, Government of India, Ministry of Communications and IT, Department of Posts, (SPB-II Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 5th May, 2016. **Subject :** Counting of Inducting Training Period for grant of Financial Upgradation under TBOP/BCR Scheme.
2. No. 116-15/2013-SB (CBS) Pt.-II, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated . **Subject :** Acceptance of POSB Business in case Finacle CBS Application is not accessible or slow to accept transactions presented at the counter-invoking Business Continuity Plan (BCP) regarding.
3. No. 13-2/2016-WL/Sports, Government of India, Ministry of Communications & IT, Department of Posts, (Welfare & Sports Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 2-6-2016. **Subject :** Non-Statutory Departmental Canteens functioning in Central Government Offices - procuring License under Food Safety and Standards Act, 2006 and Rules & Regulations framed thereunder.
4. No. 10/1/2004-Dir(C), Government of India, Ministry of Personnel PG & Pensions, Department of Personnel & Training, Director (Canteens), Lok Nayak Bhawan, Khan Market, New Delhi, dated 30th May, 2016. **Subject :** Non-Statutory Departmental Canteens functioning in Central Government Offices - procuring Licence under Food Safety and Standards Act, 2006 and Rules & Regulations framed thereunder.
5. No. 6-5/PA Book-1/NPS/SDBS Ruling/2015-16/D-7605 to 7652. Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, New Delhi-110001. Dated 6-9-2016. **Subject :** Simplification of withdrawal process - Documentary requirements for subscribers belonging to Grameen Dak Sevaks (GDS) who are covered under NPS-Lite - Swavalamban reg.
6. No. 10-7/2001-PE-II, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 2-9-2008. **Subject :** Guidelines for engaging of paid substitutes against leave/absentee Gr. D and Postman Staff - Modification regarding.
7. No. 4-7/(MACPS)/2009-PCC, Government of India, Ministry of Communication & IT, Department of Posts, (Establishment Division), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 23-6-2016. **Subject :** Modified Assured Carrier Progression Scheme to Central Government Civil Employees with effect from 1-9-2008.
8. No. 4-7/(MACP)/2009-PCC, Government of India, Ministry of Communications & IT, Department of Posts, Pay Commission Cell. Dated 8 July, 2014. **Subject :** Grant of 3rd MACP under MACP Scheme - Case of Shri A.S. Amburle, Retired Postal Assistant, Mumbai GPO.
9. No. 40-4/2016-Plg., Government of India, Ministry of Communications & IT, Department of Posts, (Planning Division), Dak Bhawan, New Delhi-110001. Dated 11-7-2016. **Subject :** Outsourcing of pick-up, booking and delivery of Speed Post, Registered Post (including Parcel) and Business & Express Parcel - Instructions for implementation of the scheme.
10. No. 27-6/2014-PO, Government of India, Ministry of Communications & IT, Department of Posts, (PO Division), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 12-7-2016. **Subject :** Consolidated Ruling on Registered Newspapers superseding all previous Rulings on the subject.

- 
11. No. F-49019/1/95-Estt-(C), Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, North Block, New Delhi-110001. Dated 19th July, 2016 . **Subject** : One day paid weekly off for casual workers - implementation of the Order of Hon'ble CAT, Ahmedabad bench in the OA No. 214 of 2003 filed by Smt. Bhikaben Pratapbhai Prajapati.
  12. No. 23-1/96-PAP, Government of India, Ministry of Communication & IT, Department of Posts, (Establishment Division)/P.A.P. Section, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 22nd July, 2016. **Subject** : Revision of Fixed Stationery Charges for Post Offices, Saving Bank Control Organization in Head Post Offices & Inspectors/Asstt. Superintendents holding independent charges of Sub-Divisions under Rule 341-A of Volume-II.
  13. No. 21(2)/2016-PE-II, Government of India, Ministry of Communications & IT, Department of Posts, Establishment Division, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 22 July, 2016. **Subject** : Holidays to be observed in Central Government Offices during the year 2017.
  14. No. 66-24/2013-SPB-I, Ministry of Communications & IT, Department of Posts, Personnel Division, Dak Bhawan, Sansad Marg, New Delhi. Dated 27-7-2016. **Subject** : Abolition of Group B, C and D posts of Annual Direct Recruitment Plans (ADRP) for the year 2005, 2006, 2007 and 2008 under the scheme of Optimization of direct recruitment vacancies regarding.
  15. No. 5-3/2013-MV, Government of India, Ministry of Communications & IT, Department of Posts, (MV Section), Dak Bhawan, New Delhi. Dated 11th August, 2016. **Subject** : Requirement of additional Inspection vehicles/staff cars for newly created Regions/Divisions in the Circles - Proposal regarding.
  16. No. 1-19/2016-Trg., Government of India, Ministry of Communications & IT, Department of Posts, (Training Division), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 11-8-2016. **Subject** : Strategic partnership between M/o Skill Development and Entrepreneurship (MSDE) and Department of Posts.
  17. No. 03-08/2016-PO, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi. Dated 12-8-2016. **Subject** : Mobile Money Transfer Service (MMTS) targets for the Financial Year 2016-17.
  18. Most Urgent. Government of India, Ministry of Communications & IT, Department of Posts, (Estates Division), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 12-8-2016. **Subject** : Uploading data with regard to Government land on the web-portal created for the purpose of 'Centralized databank of inventory of all Government land including that belonging to Government Controlled Statutory Authorities and PSUs' - an initiative taken up on the instructions of the Prime Minister's Office.
  19. Most Urgent. No. 99-32/2016-Pension, Government of India, Ministry of Communications & IT, Department of Posts, (Pension Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 16th August, 2016. **Subject** : Court cases on the issue of counting GDS service for the purpose of pension.
  20. No. 4-11/2008-PO, Government of India, Ministry of Communications & IT, Department of Posts, (P.O. Division), Dak Bhawan, Sansad Marg, New Delhi. Dated 17-8-2016. **Subject** : Boosting the business of Instant Money Order (iMO) and Mobile Money Transfer Service (MMTS).
  21. No. 30-06/2016-Trg., Government of India, Ministry of Communications & IT, Department of Posts, Training Division, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 27-9-2016. **Subject** : Review of Change Management Activities.

- 
- 
22. No. 26-01/2015-PAP, Government of India, Ministry of Communication & Information Technology, Department of Posts, (Establishment Division), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 2nd September, 2016. **Subject :** Enhancement of the calculation ceiling with regard to Productivity Linked Bonus for the Accounting year 2014-2015.
  23. No. A-34012/09/2016-DE, IP Examination, 2015-16, Government of India, Ministry of Communications & IT, Department of Posts, (DE Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 5th September, 2016. **Subject :** Conducting of Limited Departmental Competitive Examination for promotion of to the cadre of Inspector Posts (66.66%) Departmental Quota for the year 2015-16.
  24. No. 10-01/2016-SR, Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 6th September, 2016. **Subject :** Outsourcing of pick up, booking and delivery of Speed Post, Registered Post (including Parcel) and Business and Express Parcel - Instructions for implementation of the scheme.
  25. No. 2-1/3007-PCC, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 26 Sept. 2016. **Subject :** Implementation of Orders of Hon'ble Supreme Court dated 7-5-2015 in Civil Appeal No. 2010/2009 in respect of SLP No. 6394/2007 filed by All India Postal Employees Union, Postmen and Group D about grant of upgraded pay scale of Rs. 3050-4590 from 01-01-1996 instead of 10-10-1997.
  26. No. 35034/3/2015-Estt.(D), Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, North Block, New Delhi. Dated the September 23, 2016 . **Subject :** Modified Assured Career Progression Scheme (MACPs) for the Central Government Civilian Employees - Implementation of Seventh CPC recommendations.
  27. No. 1-6/2016-IC (Pt.), Government of India, Department of Expenditure, Implementation Cell, Room No. 214, The Ashok, New Delhi. Dated the 29th September, 2016. **Subject :** Fixation of pay and grant of increment in the revised pay structure - clarifications - regarding.
  28. No. 6-2/1/2015-PCC, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 9-3-2016. **Subject :** Application of provision of Para No. 5 of Annexure to OM on MACPs in case of officials covered by TBOP/BCR/ACP Schemes vis-a-vis Para 6.2 of Annexure to OM on MACPs dated 18-9-2009 - Agenda Item No. 106 of Departmental Council (JCM).
  29. No. 1-3/CVC/2016-Vig., Government of India, Ministry of Communications & IT, Department of Posts, New Delhi the 3rd October, 2016. **Subject :** Observance of Vigilance Awareness Week from 31st October to 5th November, 2016 - Taking of Integrity Pledge - reg.
  30. No. 9-13/2016-SCT, Reminder, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 4th October, 2016. **Subject :** Notice dated 17-5-2016 in O.A. No. 354/2016 between Shri S.P. Mhetre Vs UOI & Others in the Central Administrative Tribunal, Bombay Bench, Mumbai.
  31. No. S.14025/18/2015-MS/EHSS, Government of India, Ministry of Health and Family Welfare, Department of Health and Family Welfare, New Delhi. Dated the 17th October, 2016. **Subject :** Grant of 90% medical advance for all treatments (IPD and OPD) under CGHS and CS (MA) Rules, 1944.
  32. No. 28-07/2016-PE-II, Government of India, Ministry of Communications & IT, Department of Posts, Establishment Division, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 18th October, 2016. **Subject :** Duties of Secretary (Posts), Director General Postal Services and Additional Director General (Co-ordination) in the Department of Posts.

- 
- 
33. No. 16-11/2016-SCT, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 21st October, 2016. **Subject** : Reservation in promotion - Treatment of SC/ST candidates promoted on their own merit.
34. No. 26-1/2016-PAP, Government of India, Ministry of Communications & IT, Department of Posts, (Establishment Division)/P.A.P. Section, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 27th October, 2016. **Subject** : Enhancement of ceiling for calculation of ex-gratia Bonus payable to Gramin Dak Sevaks from Rs. 35000/- to Rs. 7000/- reg.
35. No. 2-53/2011-PCC, Government of India, Ministry of Communications & IT, Department of Posts, Establishment Division, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 5th November, 2015. To, Chief Postmaster General, Kerala Circle, Thiruvananthapuram-695033. **Subject** : Implimentation of Directorate's OM No. 2-53/2011-PCC dated 22-1-2015 regarding remuneration payable to Full Time/Part Time Casual Labourers.
36. No. S-11012/2/2016-CGHS-P), Government of India, Ministry of Health and Family Welfare, (CGHS-P Section), Nirman Bhawan, New Delhi. Dated the 8th November, 2016. **Subject** : Revision of Income limit for dependency for the purupse of providing Central Government Health Scheme (CGHS) coverage to family members of the CGHS covered employees subsequent to implementation of recommendation of the Seventh Central Pay Commission - regarding.
37. No. 25-04/2012-PE-I (Pt.), Government of India, Ministry of Communications & IT, Department of Posts, (PE-I Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 11th November, 2016. To All Heads of Circles. **Subject** : Cadre Restructuring of Group 'C' Employees in Department of Posts - Clarification - reg.
38. No. 17-17/2016-GDS, Government of India, Ministry of Communications & IT, Department of Posts, (GDS Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 16-11-2016. To All Heads of Circles. **Subject** : Clarification on Compassionate Appointment.
39. No. 1/1/2016-E.III (A) (eFTS-298581/2016), Government of India, Ministry of Finance, Department of Expenditure, North Block, New Delhi. Dated 17th November, 2016. **Subject** : Applicability of the revised pay scales based on the recommendations of the 7th Central Pay Commission in respect of employees as Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies set-up by and funded/controlled by the Central Government- regarding.
40. No. 55/14/2014/P&PW(C) Part-1, Government of India, Ministry of Personnel, Public Grievances and Pension, Department of Pension & Pensioners Welfare, 3rd Floor, Lok Nayak Bhawan, Khan Market, New Delhi. Dated 29th November, 2016. **Subject** : Processing of Pension cases mandatorily through Bhavishya (Online Pension Sanction & Payment Tracking System) w.e.f. 1-1-2017 - reg.
41. No. 17-23/2016-GDS (Pt.), Government of India, Ministry of Communications, Department of Posts, (GDS Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 2-1-2017. **Subject** : Proposed online selection of all categories of GDS - Clarification reg.
42. No. 10-32/2013-BD&MD (Vol. II), Government of India, Ministry of Communications & IT, Department of Posts, Business Development & Marketing Directorate, 5th Floor, Dak Bhawan, New Delhi-110001. Dated 16-1-2017. To All Heads of Circles/Addl. DG APS. **Subject** : Data Sanitization of COD articles - reg.
43. No. 4-09/2011-SPB, Government of India, Ministry of Communications & IT, Department of Posts, (Personnel Division), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 16th January, 2017. **Subject** : Transfer Policy for Officers of Indian Postal Service (IPoS), Group 'A' (Junior Time Scale, Senior Time Scale, Junior Administrative Grade and Senior Administrative Grade).



- 
- 
44. No. 10-23/2013-BD&MD, Government of India, Ministry of Communications & IT, Department of Posts, Business Development & Marketing Directorate, Dak Bhawan, New Delhi-110001. Dated 24 January, 2017. **Subject** : Rationalisation discount structure of Speed Post, Express Parcel and Business Parcel and Revision of Operational Guidelines.
45. No. 20/2/2016-E-II(B), Government of India, Ministry of Finance, Department of Expenditure, North Block, New Delhi. Dated 17-01-2017. **Subject** : Grant of Transport Allowance at double the normal rates to deaf and dumb employees of Central Government.
46. No. 52-21/2010-BD&MD/Vol. II, Government of India, Ministry of Communications & IT, Department of Posts, Business Development & Marketing Directorate, 5th Floor, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated February 6th, 2017. **Subject** : Elimination of pendency of printing/delivery of ePost messages.
47. No. 1-5/CVC/2-16-Vig., Government of India, Ministry of Communications & IT, Department of Posts, New Delhi. Dated the 8th February, 2017. **Subject** : Systemic Improvement Guidelines - Engagement of Consultants - reg.
48. No. 11-27/2012-Trg.(pt.), Government of India, Ministry of Communications & IT, Department of Posts, (Training Division), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 8-2-2017. **Subject** : Inviting nominations for 'Partial Funding of Foreign Study, under the Plan Scheme DFFT.
49. No. 17-31/2016-GDS, Ministry of Communications, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 15-3-2017 . **Subject** : GDS Committee Report - presentation of views regarding.
50. No. 4-23/2009-PAP, Government of India, Ministry of Communications & IT, Department of Posts, (Establishment Division)/P.A.P. Section, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 16th March, 2017. **Subject** : Continued grant of HRA to the Postal Staff, working at Koradi Thermal Power Station PO near Nagpur in Maharashtra Circle for the period from 1-2-2011 to 31-1-2017 - reg. **Ref.:** Your Office No. Estt/4-1/2/HRA-CCA/212 dated 30-11-2015/1-12-2015, 16-3-2016, Estt./4-1/2/HRA 2016 dated 16-3-2016, 16-11-2016, 3-2-2017 and 3-3-2017.
51. No. 28-01/2017-PAP, Government of India, Ministry of Communications & IT, Department of Posts, (Establishment Division)/PAP Section, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 21 March, 2017. **Subject** : Central Government Employees Group Insurance Scheme, 1980- Table of Benefits in respect of Savings Fund Accumulations during 1-1-2017 to 31-3-2017 - reg.
52. No. 141-141/2013-SPB-II, Government of India, Ministry of Communications, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 28th March, 2017. **Subject** : Review of 'Transfer Policy' circulated by Directorate vide letter No. 141-141/2013-SPB-II dated 31-1-2014 - invitation of suggestion/comments.
53. No. 12/1/2016-Estt (Pay-I), Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, North Block, New Delhi. Dated the 31st March, 2017. **Subject** : Fixation of pay in case of employees who seek transfer to a lower post under FR 15(a) - clarification regarding.

---

**Unanimously selected CHQ Office Bearer List of NU R-IV for the  
year 2017 to 2019. Shri P.D. Bhavikar, Maharashtra, General Secretary**

---

**U.N.I.**

**F.N.P.O.**

**I.N.T.U.C**

**NATIONAL UNION OF RMS & MMS EMPLOYEES  
MAIL GUARD & MTS CENTRAL HEAD QUARTER**

New Delhi

**Mr. P.D. Bhavikar**

President  
Pune RMS  
09552727966

**N. Ramapa**

General Secretary  
Camp : 15/21, Shivashankar Nagar  
Adoni 518 301, AP Circle  
Cell : 09985256213

---

Ref: R4/All India Conference/2017

Dated : 24-6-2017

To

**The Secretary**

Dept. of Posts  
Dak Bhavan  
New Delhi 110 001.

Respected Sir,

**Sub : Election of office bearers 2017-2017 - reg.**

My union All India Conference was held at \* Alandi Dharmasala, Pune, M.P. Circle from 22 to 24th June 2017. During the conference the following were elected as office-bearers for the year 2017-2019.

- All India President** : **Sri. Tharak Dutta**, Calcutta RMS, West Bengal Circle  
Working President : **Sri D. Rajendran**, Chennai Sorting Division, Tamilnadu  
Vice President : **1. Sri D.K. Chavada**, Ahmedabad RMS, Gujarat Circle  
**2. Sri Suresh Chand**, HRO Sharanpur RMS, U.P. Circle  
**3. Sri Rajendra Prasad**, New Delhi TMO
- General Secretary** : **Sri P.D. Bavikar**, Pune RMS, Maharashtra Circle  
Asst. General Secretaries : **1. Sri Manish Kumar Sharma**, Delhi RMS, Delhi Circle  
**2. Sri J.P. Shivhare**, Jabalpur RMS, M.P. Circle  
**3. Sri T.R. Vinayagamoorthy**, Chennai Stg. Dn., Tamilnadu  
**4. Sri Jagadeesh Chand**, Punjab Circle
- Treasurer** : **Sri G.S. Devruklar**, CSTMO, Maharashtra Circle  
Asst. Treasurer : **Sri Parasuram Singh**, Varanasi RMS, U.P. Circle  
Organising Secretaries : **1. Sri Navin Kumar Singh**, Bihar Samastipur RMS  
**2. Sri Rampal**, D Division, Haryana Circle  
**3. Sri Rabbin Wood**, Vijayawada RMS, AP Circle

Yours Sincerely

Sd/-

**N. Ramapa**

Out going General Secretary

Sd/-

**P.D. Bhavikar**

Incoming General Secretary



## Vote of Thanks



Since last CWC and AIC till this date at Mysuru-15, Karnataka, CHQ and myself received very valuable needed guidance and help required from all the **Office Bearers of CHQ**. All Circles Secretaries and Members of Advisory Committee, I offer my sincere thanks to all of them.

Now, I particularly give thanks to **all my CHQ colleagues** as well as **Shri D. Theagarajan**, Secretary General, FNPO, Senior Leaders **Shri B.M. Ghosh**, **Shri Gadgil Guruji** for their guidance and **Shri Jagdish Sharma**, **Shri V.K. Mathur**, **Shri R.N. Awate**, **Shri N.K. Naik**, **Shri Sharad More**, **Shri Sudhir Garibe** for their support in day to day functioning.

I also acknowledge the support of all **CHQ Office Bearers** and all Circle Secretaries those who have always cooperated me in taking decisions in the interest of the employees. I would also like to acknowledge the support of Circle Secretary of Maharashtra & Goa Circle, **Shri Sunil Zunjarrao**, Dy. Circle Secretary, **Shri Santosh Lad**, Circle Treasurer, Maharashtra **Shri S.G. Kalokhe**, Asst. Secretary General and Asst. General Secretary, **Shri N.N. Mujawar**, **Shri Balu Kor** and **Shri Jayram Chatur** (Buaa) and Delhi Circle President, **Shri Subhash Chaudhary** who has always helped me in day to day functioning of the CHQ.

Once again, I have to mention here that during the **Re-verification of Member-2015** CHQ received the **news of increase in membership of our Union**. This was achieved due to efforts made by all of you including Circle/Divisional/Branch Secretaries and their team of workers.

Since last CWC and AIC till Mysore-15 whatever work is done by CHQ it includes the active support, guidance and advice given by Secretary General, FNPO **Shri D. Theagarajan** our Senior Leaders **Shri B.M. Ghosh** and Chief Office Bearers of FNPO and **Affiliated General Secretary of Union's** particularly **Shri K. Shivdasan**, **General Secretary**, Civil Wing and all **CHQ Office Bearers; all Circle Secretaries** of our NUPE Postmen, MTS Group 'C'.

I would like to thank **Smt. Sunita Sharma** of M/s. Aman Laser Prints for the typing of letters, typesetting and **printing of CWC and AIC Report** and for the pre-printing work of '**Postal Prakash**'. I would also like to thank **Shri Harish Sahai** for printing '**Postal Prakash**' every month.

On the Administrative side, I received full cooperation from **Shri A.N. Nanda**, Secretary (P), Director General, India Post, Ex-Secretary (P), **Shri B.V. Sudhakar**, **Shri S.K. Sinha**, Department of Posts, and **all Postal Board Members**, **all DDGs**, **Director (SR & Legal)**, all CPMGs and Regional PMGs throughout our Country. I offer my sincere thanks to all of them.

Once again, **I am thankful to you all, those who believed me and elected me for 6th term as General Secretary** of NUPE Postmen & MTS, Group C at Kolkata (WB).

I, on my own behalf and on behalf of NUPE Postmen, MTS Group 'C' CHQ offer sincere thanks once again to all of you, please.

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



## आभार



अपने हमारे संगठन की पिछली संपन्न हुई कार्य समिति और अखिल भारतीय अधिवेशन से आज मैसूर-15, कर्नाटक सर्कल तक के कार्यकाल में मुझे तथा CHQ को केंद्रीय कार्यकारिणी के सभी सम्मानीय सदस्यों ने जो सहयोग दिया, उन सभी सज्जनों के प्रति आभार व्यक्त करता हूं तथा **सर्वश्री डी. त्यागराजनजी**, सेक्रेटरी जनरल, FNPO, वरिष्ठ नेता **बी.एम. घोष**, **गाडगिल गुरुजी** इन सभी महानुभावों ने जो सहयोग एवं मार्गदर्शन किया और **जगदीश शर्मा, वी.के. माथुर, आर.एन. आवटे, एन.के. नाईक, शरद मोरे, सुधीर गरीबे, बालू कोर, जयराम चतुर (बुआ)** मुंबई उन सभी के प्रति हार्दिक आभार व्यक्त करता हूं।

इसी के साथ मैं सभी **सर्कल सेक्रेटरी** और सभी **CHQ पदाधिकारियों** का तहेदिल से आभार मानता हूं जिन्होंने हमेशा मुझे अपनी ओर से पूरा सहयोग एवं प्रोत्साहन दिया है जिसकी वजह से मैं कर्मचारियों के हित में सही निर्णय ले सका। मैं खास तौर से सर्कल सेक्रेटरी महाराष्ट्र एवं गोवा सर्कल **श्री सुनील झुंझारराव**, डेप्यूटी सर्कल सेक्रेटरी, महाराष्ट्र एंड गोवा सर्कल **श्री संतोष लाड**, सर्कल ट्रेजरर, महाराष्ट्र, **श्री एस.जी. कालोखे**, असीसटेंट सेक्रेटरी जनरल और असीसटेंट जनरल सेक्रेटरी, **श्री एन.एन. मुजावर** तथा दिल्ली सर्कल अध्यक्ष **श्री सुभाष चौधरी** का भी आभार मानता हूं जिनका मुझे निरंतर सहयोग मिलता रहा है।

मैंबर री-वेरीफिकेशन के अंतर्गत आप सभी सज्जनों के अथक प्रयासों की वजह से हमारी सदस्य संख्या में बढ़ोत्तरी हुई है। आप सभी धन्यवाद के पात्र हैं।

मैं मेसर्स अमन लेजर प्रिंट्स की **श्रीमती सुनीता शर्मा** का भी आभार व्यक्त करता हूं जो संगठन के लिए लेटर टाइपिंग, CWC, AIC रिपोर्ट की टाइपसेटिंग और प्रिंटिंग का कार्य एवं **'पोस्टल प्रकाश'** का प्री-प्रिंटिंग का कार्य संभाले हुए हैं। साथ ही **श्री हरीश सहाय** का भी आभारी हूं जो हर माह **'पोस्टल प्रकाश'** के प्रकाशन को सुचारू रूप से करते आ रहे हैं।

विगत केंद्रीय कार्यकारिणी जो कोलकता में संपन्न हुई थी के उपरांत आज तक संगठन की ओर से जो कार्य हुआ है उन सब के लिए सेक्रेटरी जनरल, FNPO, **श्री डी. त्यागराजन**, **श्री के. शिवदासन**, जनरल सेक्रेटरी, सिविल विंग तथा सिनियर लीडर **श्री बी.एम. घोष** FNPO संलग्न यूनियन के जनरल सेक्रेटरी और आप सभी ने जो सक्रिय सहयोग दिया है उसके लिए मैं अपनी ओर से तथा NUPE Postmen, MTS Group 'C' CHQ की ओर से आप सभी के प्रति आदरपूर्वक आभार प्रकट करता हूं और भविष्य में आप सभी महानुभावों से इसी प्रकार के सहयोग की अपेक्षा करता हूं।

डाक विभाग के **सेक्रेटरी (P)**, **श्री ए.एन. नंदा**, **Director General, India Posts, Ex-Secretary (P)**, **बी.वी. सुधाकर**, **श्री एस.के. सिन्हा** तथा सभी मेंबर (पोस्टल बोर्ड) सभी DDGs, सभी CPMGs एवं PMGs, Director (SR & Legal) और सभी डाक विभाग के अधिकारियों ने जो सहयोग दिया उन सभी के प्रति आभार व्यक्त करता हूं। आप सभी ने 6वीं बार मुझे कोलकता में विश्वास प्रदान करके चुना इसके लिए आप सभी का तहे दिल से शुक्रगुजार हूं।

“पुनश्च - आप सभी का हार्दिक आभार।”

- टी.एन. रहाटे  
जनरल सेक्रेटरी





## प्रतिज्ञा



(F.N.P.O.) एफ.एन.पी.ओ./NUPE P-IV मेरा मातृवत संगठन है।

मुझे अपने संगठन से प्रेम है।

मेरे संगठन के सभासद मेरे बंधु हैं।

मुझे अपने संगठन की गौरवशाली परंपरा पर अभिमान है।

इस परंपरा का पालन करने की यौव्यता प्राप्त करने के लिए

मैं सदैव प्रयत्नशील रहूंगा।

मैं अपने संगठन में ऊंच-नीच के भेद-भाव और विचारों की

स्थान नहीं दूंगा और अहंकार व स्वार्थ की प्रवृत्ति का

शिकार नहीं बनूंगा।

मैं अपने संगठन के कर्मठ और बलिदानी नेताओं का

हमेशा स्मरण करूंगा ऐसी प्रतिज्ञा मैं करता हूँ।

तथा इसके कल्याण और समृद्धि में ही मेरा सर्वस्व समाया हुआ है।



### सभासदों को सूचना

- यूनियन के नियमित सभासद बने रहें।
- अपनी समस्या यूनियन को पहुंचाने तथा उनके निपटारे के लिए लगातार प्रयास करते रहें।
- यूनियन की प्रतिष्ठा बढ़ाने के लिए यूनियन के आदेशों का पालन करें।
- यूनियन के प्रत्येक कार्यक्रम में सहभागी बनना अपना कर्तव्य समझें।
- विभाग के नियमों की जानकारी लेते रहें और अपने को सचेत बनाए रखें।
- यूनियन के अधिकार क्षेत्र एवं क्षमता को ध्यान में रखना चाहिए।
- समस्या के समाधान में होनेवाले विलंब के लिए वस्तुस्थिति का जायजा लें।
- बाहरी परिस्थिति की जानकारी के लिए यूनियन परिपत्रक नियमित रूप से पढ़ें।
- कार्यकर्ताओं और पदाधिकारियों के मनोबल एवं उत्साह को बढ़ाने का सदैव प्रयत्न करें।
- मैं एफ.एन.पी.ओ. जैसी बलशाली संगठन का सदस्य हूँ यह स्वाभिमानपूर्वक सभी को बतायें।
- यूनियन के कामकाज के विषय में आपकी सूचना एवं मतं व्य प्रार्थनीय है।

**1<sup>st</sup> Meeting of  
Central Working Committee  
NUPE Postmen & Multi Task Staff Group 'C'**

In  
Mysuru, Karnataka



At  
Hotel Shringar Intercontinental  
174, Nelson Mandela Road,  
Opp. KSRTC Bus Depot,  
Bannimantap, Mysuru-15,  
Karnataka Circle



*General Secretary Report*



On  
16<sup>th</sup> to 18<sup>th</sup> July 2017