

**1<sup>st</sup> Meeting of  
Central Working Committee  
NUPE Postmen & Multi Task Staff Group 'C'**

**In  
Hyderabad, Telangana Circle**



**At  
Hotel Aahwaanam,  
NTR Estate, Abids,  
Hyderabad-500001.  
Telangana Circle**



***General Secretary Report***



**On  
1<sup>st</sup> to 3<sup>rd</sup> March 2019**



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## Welcome New Year 2019

It is but natural that human life goes only with better hope for future and as such we also welcome New Year 2019 with hope that world will be safe from natural calamities, which we all faced last year in 2018.

Not only on this point but also in world politics; the American Government headed by Mr. Trump world is facing many challenges due to new policy of America i.e. America is only for Americans.

On point of our nation, the present Government headed by Shri Modi, Prime Minister of India from BJP, which is completely anti-labour policy Government.

Due to GST and Notebandi the inflation, non-employment; loss of agriculture products and wrong policy, the Reserve Bank is in puzzling mood. What to do and what not to do in case of Reserve Fund Amount.

For our Department the last year 2018 was very bad for GDS Staff; as the Department has totally neglected the recommendations of GDS Committee and non-favourable Orders of TRCA are issued and that too after 16 days Strike of GDS Staff.

However, if in year 2019 present BJP comes again in power there will be very bad position of Government Servant, labours of every stages and common people. Only big businessman like Ambani, Adani, Tata, Birla, Godrej will be benefitted.

So this is high time for all of us to think it over of voting machine while casting our vote.

- T.N. Rahate

## नववर्ष 2019 का स्वागत है

मानव प्रकृति/प्रवृत्ति सदा ही उत्कर्ष की आशा करती है। भले ही उत्कर्ष की जगह अवनति होती रहे।

वर्ष 2018 कई नैसर्गिक आपदाओं का वर्ष रहा - सुनामी, बाढ़, आगजनी की घटनाएं सारे विश्व के कई देशों में घटित हुईं।

राजकीय पहल पर अमेरिकी राष्ट्रपति श्री ट्रम्प का उदय विश्व के कई देशों के लिए एक समस्या बनी; उनका नारा अमरिका केवल अमरीकन के लिए, विश्व में संकुचित भावना पैदा कर रहा है।

सभी देशों में जो भातृभाव का वातावरण था उसे ठेस पहुंच रही है। और कई कठिनाइयां हो रही हैं। विजा के नियम कड़े कर दिये हैं।

खैर अपने देश की हालत का जिक्र करे तो पिछला वर्ष 2018 अपने GDS भाइयों के लिए बहुत ही दुखद रहा। उनकी GDS कमेटी की रिपोर्ट को नजरअंदाज कर सरकार ने एक तरफ़ी TRCA में बहुत ही कम मात्रा में बढ़ोतरी की तथा उसे भी पूर्व दिनांक 1-1-2016 से लागू नहीं किया। उनको इस GDS रिपोर्ट को लागू करने हेतु 16 दिन हड़ताल करनी पड़ी।

डाक विभाग के हजारों पद रिक्त हैं और डाक विभाग नई नई योजनाओं को कर्मचारियों पर थोप रहा है। पोस्ट पेमेंट बैंक शुरू की गयी है। किंतु विकसित टेक्नालॉजी नहीं होने के कारण काम ठीक ढंग से नहीं चल रहा है।

वर्ष 2019 के शुरुआत में जनवरी माह में 8 और 9 को सभी केंद्रीय कर्मचारियों ने दो दिन के हड़ताल का नारा दिया था। आपने इस हड़ताल को कामयाब किया है।

नववर्ष 2019 में नई सरकार का गठन होना है। हमें सोच समझकर व्यक्ति तथा राजकीय पक्ष का चयन करना होगा वरना फिर पांच साल अच्छे दिनों का इंतजार करना होगा, निर्णय आपका है।

- टी.एन. रहाटे

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## Long Live Pulwama Martyrs!

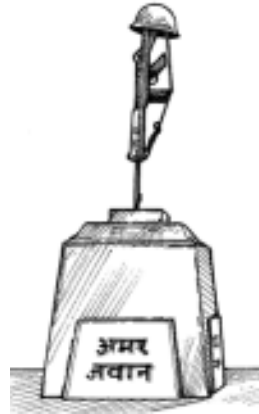
We members of

**Federation of National Postal Organisations (FNPO) and  
National Union of Postal Employees, Postmen and MTS, Group 'C'**

alongwith citizens of India strongly condemn the terror attack  
at Pulwama, Kashmir in which Country has lost 44 jawans  
of Central Reserve Police Force on February 14, 2019.

First and foremost we send out our deepest condolences  
to the families of the bereaved CRPF jawans.

We need to stand united in this moment of grief.



पुलवामा के शहीदों को शत् शत् नमन

एफ.एन.पी.ओ.

(Federation of National Postal Organisations)

और

एन.यू.पी.ई., पोस्टमैन एंड एम.टी.एस., ग्रुप सी

(National Union of Postal Employees, Postmen and MTS, Group C)

के सभी सदस्यों की ओर से पुलवामा, कश्मीर में आंतकी हमले में हुए भारतीय सेना के  
जांबाज जवानों की शहादत को शीश झुकाकर नमन करते हैं और दुख की इस घड़ी में  
हम शहीदों के परिजनों के साथ कंधे से कंधा मिलाकर खड़े होना अपना कर्तव्य समझते हैं।

U.N.I.

F.N.P.O.

I.N.T.U.C

ना पहाड़ों से डरते, 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'  
सी.एच.क्यू., दिल्ली



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

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

From 1<sup>st</sup> to 3<sup>rd</sup> March, 2019

*Message From the Pen of General Secretary*

Dear Brothers,

First of all, on behalf of CHQ and FNPO I would like to thank all of you who have made Dharna and Strike on 8th and 9th January, 2019 a big success.

I, on my own behalf and on behalf of Central HQ of our **National Union** of Postmen, MTS, Group C wholeheartedly welcome you all who have gathered here in this historic city of Hyderabad, Telangana Circle to present and participate in the each and every event of our CWC being held during **1st March to 3rd March, 2019 at Hotel Aahwaanam, NTR Estate, Abids, Hyderabad-500001.**

In this CWC, we have to discuss and **chalkout our policy** and programme taking into consideration the **Anti-Labour Policy of Government of BJP** and incoming **General Election of 2019.**

I have mentioned in my welcome **speech of last AIC held at Kolkata, 2016** that **Government failed to bring 'अच्छे दिन'** on the other hand thousands of agriculturist and kisan are committing suicide.

I am really **fedup to talk about the present policy of the BJP Government;** which is not at all giving any response to Government Servant and common man. Since more than four years the ODP are being engaged with **meagre amount for 8 hours duty** (like in Maharashtra Circle which is less than minimum wages).

**IPPB started its functioning in all Circles,** we are prepared for this change; **even Postman and GDS will be having a device which will work as mini computer.**

On the other hand the policy of **non-recruitment of Staff of Postman/MTS cadre** is still continuing by the Department.

The Government and Department has totally deceived the **GDS Staff** in implementation of **GDS Committee Report at par with CGE of 7th CPC.**

We must discuss those important issues and should give us line of action for settlement of them.

With CWC greetings,

Brotherly yours  
(T.N. Rahate)  
General Secretary

## हैदराबाद में प्रथम CWC के लिए आपका स्वागत है

प्रिय मित्रो,

सबसे पहले आप सब को CHQ और FNPO की तरफ से दो दिन की हड़ताल दिनांक 8 और 9 जनवरी, 2019 को कामयाब बनाने के लिए हार्दिक बधाई देता हूं।

नेशनल यूनियन पोस्टमैन, एम.टी.एस. ग्रुप 'सी' CHQ की ओर से तथा व्यक्तिगत तौर पर मेरी ओर से आप सभी उपस्थित महानुभावो का तेलंगाणा सर्कल के हैदराबाद ऐतिहासिक शहर में हार्दिक स्वागत है। आप सभी देश के विभिन्न सर्कलों से यहां हमारे अपने संगठन की केंद्रीय कार्यकारी कमेटी की सभा हेतु यहां पधारे हैं जो दिनांक 1 मार्च से 3 मार्च, 2019 तक संपन्न होने जा रही है।

हम सभी भली-भांति जानते हैं कि हमारे डाक विभाग की स्थिति कितनी भयावह हो चुकी है। क्योंकि पिछले कई वर्षों से पोस्टमैन, एम.टी.एस. की भर्ती नहीं हो पा रही है। सैकड़ों कर्मचारी निवृत्त हो रहे हैं। कई कर्मचारी स्वेच्छा निवृत्ति ले रहे हैं और बचे हुए कर्मचारी काम के बोझ तले दबे जा रहे हैं।

इन सब विषयों के लिए सिर्फ डाक विभाग और सरकार जिम्मेदार है। भा.ज.पा. एक ऐसी सरकार का नेतृत्व कर रही है जो सरकारी कर्मचारी, मजदूर और मजबूर जनता से कोई सरोकार नहीं रखती, ऐसा प्रतीत हो रहा है।

डाक विभाग में इंडियन पोस्ट पेमेंट बैंक शुरू हो गया है। आगे बहुत सी चुनौतियां हैं। पोस्टमैन और GDS कर्मचारियों को एक मोबाइल डिवाइस दिया गया है जो पोस्ट आफिस का हर काम करेगा। इन सब के लिए हमें तैयार होना है।

भर्ती नहीं होने के बावजूद काम करना ही है क्योंकि सरकारी अफसरों को सिर्फ काम चाहिए और कुछ वो लोग सुनने को तैयार नहीं है। हम यह सब जानते हैं, किंतु हमें निराश नहीं होना है।

उम्मीद पर दुनिया कायम है।

वो सुबह फिर कभी तो जरूर आयेगी।

हम इस CWC में इन सभी प्रश्नों का हल निकालने के लिए चर्चा करेंगे और सही निर्णय लेंगे, इस आशा के साथ फिर एक बार आपका तहेदिल से स्वागत करता हूं।

‘शुभकामनाओं सहित’,

आपका साथी  
टी.एन. रहाटे  
जनरल सेक्रेटरी

## **Shri T.N. Rahate Unmatched Leader of FNPO**



**Shri T.N. Rahate** now holding the Charge of Secretary General, **FNPO** was elected unopposed in the Federal Working Committee of FNPO held at Goregaon, Mumbai on 27-8-2018.

Prior to this **he was the President of FNPO** for last 10 years. At present he is General Secretary of NU P-IV since last 13 years unopposed.

I came in contact of Shri T.N. Rahate first time in **year 2000 Strike** preparation period. He was holding the post of Officiating **Circle Secretary of NU P-IV Maharashtra and Goa Circle.**

I was holding the charge of **Vice President of AIPEU P-III, Maharashtra Circle. I, myself and Vice President of AIPEU P-IV alongwith Shri T.N. Rahate were on JCA Tour** Programme for Indefinite Strike of **year 2000 which lasted for 17 days;** without any fruitful demand.

However, during our **tour from Nasik to Akola** we staged meetings at HOs Nasik, Manmad, Bhusawal, Jalgaon, Buldana and Akola. During our Tour in almost all meetings the Chief Orator was Mr. Rahate from FNPO. I myself and Vice President of AIPEU P-IV were mostly speaking on political issues, whereas **Mr. Rahate was talking about the problems faced by Postman, MTS in particular and all other Cadres in general.**

I observed that Mr. Rahate very well knows the issues of Staff and also prepared to state the solution for settlement. And one day I told Mr. Rahate that he has got the ability to be the Leader at CHQ for betterment of Staff and Administration.

Mr. Rahate proved his ability from Divisional Secretary to Secretary General of FNPO during the period of **18 years i.e. from 2000 to 2018.**

Not only in India but **he toured to foreign Countries** as well, like **Germany, England, Bangkok, Nepal** through UNI where he has been **honoured for his Union work and facilities by offering post at UNI.**

One 10th pass person can achieve all this is not a joke, it is his loyalty, honesty and dedication towards his work.

Now he is going to retire on 31st December, 2019. I may be alive or not till the day of his retirement. I therefore **offer my best wishes** for his peaceful and healthy retirement life; in advance.

**- R.N. Gadgil (Guruji)**

Senior Leader and CHQ Adviser

## मुकद्दर का सिकंदर

तकदीर के फैसलों से कभी मायूस नहीं होता,  
जिंदगी से कभी बेबस नहीं होता  
हाथों के लकीरों पे यकीन मत करना  
तकदीर तो उनकी भी होती है, जिनके हाथ नहीं होते।

वर्ष 2000 से वर्ष 2018 केवल 18 वर्षों में एक डिवीजन सेक्रेटरी से FNPO के सेक्रेटरी जनरल के पद पर आसीन होना कोई सामान्य बात नहीं है। न जाने कितने पापड़ बेलने पड़े होंगे।

यह बात है हमारे नवनिर्वाचित सेक्रेटरी जनरल FNPO श्री टी.एन. रहाटेजी की।

मेरी उनकी मुलाकात वर्ष 2000 में हुई थी और मैं उस समय महाराष्ट्र सर्कल (NFPE) AIPEU P-III का उपाध्यक्ष था। 2000 साल की डाक कर्मचारियों की अनिश्चितकालीन हड़ताल के प्रचार हेतु NFPE, FNPO संयुक्त अभियान चल रहा था।

महाराष्ट्र सर्कल प्रचार कार्यक्रम में नासिक से अकोला डिवीजन के लिए AIPEU P-III की ओर से मुझे तथा AIPEU P-IV की ओर से सर्कल उपाध्यक्ष तथा FNPO की ओर से टी.एन. रहाटे हम तीन पदाधिकारी नासिक, भुसावल, धूलिया, मालेगांव, जलगाव, बुलढाणा, अकोला इन डिवीजन में प्रचार कार्य हेतु 6 दिन एक साथ रहे। दिन भर प्रचार और रात को बहस होती थी।

प्रचार सभाओं में जो भाषण होते थे उन भाषणों में पोस्टमैन, ग्रुप डी (अभी ग्रुप सी) की समस्याओं पर विस्तारपूर्वक भाषण सिर्फ रहाटेजी ही करते थे। उनके अभ्यासपूर्ण भाषणों पर मैंने उनसे कहा था कि उनकी योग्यता अखिल भारतीय स्तर की है और उन्हें दिल्ली में होना चाहिए।

आश्चर्य की बात है कि मेरी भविष्यवाणी को श्री टी.एन. रहाटेजी ने यथार्थ में बदल दिया और आज वो FNPO के सर्वोच्च पद पर आसीन हैं।

इस विगत अठ्ठारह वर्षों में डिवीजन सेक्रेटरी, सर्कल सेक्रेटरी, जनरल सेक्रेटरी, FNPO अध्यक्ष और अंत में सेक्रेटरी जनरल। इन अठ्ठारह वर्षों में UNI के माध्यम से कई विदेश यात्रायें कीं, जर्मनी, इंग्लैंड, नेपाल, बैंकॉक।

कोई कल्पना भी नहीं कर सकता कि केवल दसवीं क्लास तक पढ़ा व्यक्ति इतनी तरक्की कर सकता है। पर उन्होंने अपनी लगन और चाणक्य नीति का सही उपयोग कर यह कर दिखाया है।

दिसंबर 2019 में आप सेवानिवृत्त होने जा रहे हैं। उस समय तक मैं रहूँ या न रहूँ। मैं आज ही उनकी दीर्घायु और आनंददायी जीवन के लिए दिल से शुभेच्छा देता हूँ एवं उनका सेवाकाल अच्छी तरह से बीत जाये यह शुभकामनाएं करता हूँ।

- आर.एन. गाडगील  
(गुरुजी)





## Hearty Farewell to Janab Gulam Rabbani

Our FNPO Vice President and President NUPE Postmen & MTS Group C, CHQ Janab Gulam Rabbani is being retired from Government Service after completing 42 years unblemished service on 1-3-2019.

He was one of the person who worked with our Founder Leader FNPO Late Shri K. Ramamurty. Shri Rabbani started his career as MTS in Post Department on compassionate ground.

He joined at the age of 18 and from that day he joined National Union as a member. He became Divisional Secretary and the Circle Secretary of AP Circle. He became President NU P-IV and Vice President of FNPO.

He was very much fond of Postman MTS problems and tried his level best to solve them at every stage of Union and Administration.

He kept very good relations with the officers; which helped him to solve local level problems of staff.

We on our own behalf and on behalf of FNPO and NUPE P-IV wish Shri Rabbani Saheb a very peaceful and healthy retired life.

- T.N. Rahate

## सेवा निवृत्ति पर जनाब गुलाम रब्बानी साहब का हार्दिक अभिनंदन

हमारे FNPO तथा NUPE Postmen, MTS Group C संगठन के वरिष्ठ नेता श्री गुलाम रब्बानी साहब 1 मार्च 2019 को डाक विभाग से सेवा निवृत्त हो रहे हैं।

18 वर्ष की आयु में अनुकंपा स्तर पर आप डाक विभाग में MTS के पद पर नियुक्त हुए थे और 42 वर्ष सेवा कर निवृत्त हुए हैं। उन्होंने नियुक्ति के बाद से ही नैशनल यूनियन की सदस्यता ले ली थी तथा जल्द ही वे डिवीजनल सेक्रेटरी के पद पर निर्वाचित हुए।

उन्होंने आंध्र प्रदेश सर्कल के सर्कल सेक्रेटरी के पद पर वर्षों तक कार्य किया। वे ऐसे व्यक्ति हैं जिन्होंने हमारे FNPO के संस्थापक स्व. श्री के. रामामूर्ति साहब के साथ काम किया है।

श्री रब्बानी साहब ने NUPE P-IV संगठन के प्रेसीडेंट पद पर 6 साल काम किया तथा उन्होंने FNPO उपाध्यक्ष पद पर भी काम किया।

पोस्टमैन, MTS कर्मचारियों के प्रति उनका लगाव बहुत ज्यादा था और उनकी समस्याओं को हल करने के लिए वे लगातार संघर्ष करते रहे। उन्होंने डाक अधिकारियों से अच्छे संबंध बनाये रखे, इस कारण कर्मचारियों की अनेक समस्याओं को स्थानिक स्तर पर ही हल करने में कामयाब रहे।

हम अपनी ओर से तथा FNPO एवं NUPE P-IV की ओर से उनके सेवा निवृत्त होने पर हार्दिक अभिनंदन करते हैं। उनकी लंबी उमर की कामना करते हुए उनका निवृत्त समय आरोग्यदायी तथा शांतिपूर्व व्यतीत हो यह सदिच्छा प्रदान करते हैं।

- टी. एन. रहाटे

**Members Circlewise (Verification of Member Process 2015)**

MTS (Postal) including Postmen Category

**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>

## Directorate Approved New Office Bearers List Elected in 21<sup>st</sup> AIC

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

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated 31-10-2018

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 21<sup>st</sup> AIC of the union held from 7<sup>th</sup> to 9<sup>th</sup> October, 2018 at Thiruvanamalai.**

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 21<sup>st</sup> AIC of the union held from 7<sup>th</sup> to 9<sup>th</sup> October, 2018 at Thiruvanamalai is as under:-

Designation	Name of the Office Bearer (Shri/Smt.)	Official Designation & Working Place
President	Sh. Gulam Rabbani	MTS, Hyderabad GPO-500001 (Telangana)
Working President	Sh. Bidhan Chaudhary	Cash Overseer, Baranpore HO, W. Bengal-742101
Vice President	Sh. A.K. Solanki	Postman, Manikbaug PO, Ahmedabad-380015 (Gujarat)
	Sh. Ajay Kumar	O/s Mail, South Sub Division, Muzaffarpur-42002 (Bihar)

<b>General Secretary</b>	<b>Sh. T.N. Rahate</b>	<b>Postman, Tank Road PO, Mumbai-400033 (Maharashtra)</b>
<b>Dy. General Secretary</b>	Sh. N.N. Mujawar	Postman, Kolhapur HO, Kolhapur-416003 (Maharashtra)
<b>Asst. General Secretaries</b>	Sh. V.K. Mathur	MTS, IPHO, New Delhi-110002 (Delhi)
	Sh. Sugumaran	Postman, Pondicherry-605001 (Tamil Nadu)
	Sh. Nareshchandra Sharma	Postman, Meerut HO, City 2, Meerut-252002 (Uttar Pradesh)
	Sh. S.M. Parmar	Stg. Postman, Varachha Road PO, Surat, Surat-395006 (Gujarat Circle)
<b>Org. Secretaries</b>	Sh. R.K. Mishra	Postman, Jabalpur HPO, Jabalpur-482001 (MP Circle)
	Sh. Kamal Chakraborty	MTS, Governor's Camp PO, Kolkata-700062 (West Bengal)
	Sh. K. Mahesh	Postman, Thalassery HPO, Kerala-670101
	Sh. Subramanya K.S.	Postman, Bangalore GPO, Bangalore-560001
<b>Treasurer</b>	<b>Sh. Jagdish Ku. Sharma</b>	<b>MTS, IPHO, New Delhi-110002 (Delhi)</b>

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

Yours faithfully,

*Daisy Barla*  
(Daisy Barla)

Director (SR & Legal)

Copy to : 1. General Secretary, National Union of Postal Employees Postmen, MTS Group-C, Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054.

2. All Sections in the Department of Posts.

*Daisy Barla*  
(Daisy Barla)

Director (SR & Legal)

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**Directorate Approved Amendments to the Constitution  
of NUPE Postmen & MTS, Group C in 21<sup>st</sup> AIC  
held at Thiruvanamalai, Tamilnadu on 7th to 9th October 2018**

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

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated 17-01-2019

No. 15/03/2018-SR

To,

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

**Subject : Amendments to the Constitution of National Union of Postal Employees, Postmen & MTS Group C in the 21st AIC held at Thiruvanamalai-606601, Tamilnadu from 7th to 9th October, 2018.**

Sir,

I am directed to refer to your letter No. NU/P-IV/21st AIC/Amendment in Constitution/2018, Date 01st November, 2018 on the subject cited above and to inform you that the Government has provisionally approved the following proposed amendments to the Constitution of National Union of Postal Employees Postmen & Multi Tasking Staff Group 'C'. The amended version will now 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. 50/- per member per month.	<b><u>Article 32:</u></b> <b><u>Subscription, Donation, Levy:</u></b> (a) The monthly subscription shall be Rs. 60/- per member per month.
2.	<b><u>Article 33: Allocation</u></b> (a) Federation : Rs 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)	<b><u>Article 33: Allocation</u></b> (a) Federation : Rs 01.00 All India Union: Rs 14.00 Circle Union: Rs 15.00 Divisional Union: Rs 20.00 Branch Union: Rs 10.00 (per member per month)

3.	<p><b><u>Article 27</u></b>  Circle Working Committee  (i) Composition and Voting.  The Circle Working Committee shall consist of the Office Bearers of the Circle Union.  Each Office Bearers shall carry one vote.</p>	<p><b><u>Article 27</u></b>  Circle Working Committee  (i) Composition and Voting  The <b>Circle Working Committee</b> shall consist of the Office Bearers of the Circle Union and Each <b>Division/Branch Secretary</b> of the Circle is <b>Ex-Officio Office Bearer</b> of Circle Union.  Each Office Bearer shall carry one vote.</p>
4.	<p><b><u>Article 30</u></b>  Assistant Treasurer of Circle Union  The Assistant Treasurer will assist Treasurer in the discharge of his duties.</p>	<p><b><u>Article 30</u></b>  The Post of Assistant Treasurer of Circle Union is converted as Organising Secretary (Four).</p>

2. The revised Monthly Subscription under Article 32(a) Subscription, Donation, Levy and Article 33(a) Allocation of the Constitution is to be deducted from the date of issue of the Directorate's letter. This may be incorporated in the existing constitution of the Association and a revised copy of the constitution may be submitted on priority basis to this Department for official record.

3. This issues with the approval of the Competent Authority.

Yours faithfully,



(Prabhudas Xalxo)  
Director (SR & Legal)

Copy to : All Heads of Circles for information and necessary action please.



(Prabhudas Xalxo)  
Director (SR & Legal)

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## **Historic 21<sup>st</sup> AIC of NUPE P-IV at Thiruvanamalai (Tamilnadu)**

As notified the historic 21<sup>st</sup> AIC was held at Thiruvanamalai (Tamilnadu Circle ) during **7th to 9th October, 2018 at Vaniyar Mahal (A/c) No. 62. On 6th October, 2018 CWC was held** under the **Presidentship of Shri Gulam Rabbani, CHQ, President** of NUPE Postmen & MTS Group C. CWC approved the Bi-annual Report and Accounts of **year 2016-2017 and 2017-2018** unanimously to produce in 21<sup>st</sup> AIC.

On 7th and 8th AIC was held. On both days above **500 members** including **delegates and visitors were present.**

The General Secretary Shri T.N. Rahate, presided Bi-annual Report and Audited Accounts which were passed by the **All India Conference.**

On 9th October, 2018 the **Golden Jubilee celebration of FNPO (Affiliated Unions) formation was held.** Shri D. Theagarajan Ex-SG FNPO gave a very informative speech describing the role of Late K. Ramamurthy Founder of FNPO. Shri T.N. Rahate General Secretary NUPE Postmen & MTS Group C and newly elected Secretary General of FNPO also addressed the Session.

So also **Shri P.U. Murlidharan**, General Secretary NU GDS, **Shri K. Shivdasan** General Secretary, Civil Wing, **Shri N.K. Tyagi** President FNPO and General Secretary NU R-III, **Shri P.D. Bavikar** General Secretary, NU R-IV and **Shri B. Shiv Kumar** ASG FNPO all addressed the Session.

**Shri Gulam Rabbani** President NU P-IV **gave his presidential address.** **Shri Gadgil Guruji** also addressed the Session.

Almost all Circle Secretaries **addressed the subject Committee.** The Admendments to Constitution of NUPE Postmen & MTS Group C passed in Subject Committee.

Also resolutions moved by **Shri B.M. Ghosh**, Senior Leader are passed by the 21<sup>st</sup> AIC.

In last the Election Process for coming two **years 2018-2020** was held and following new set of Office Bearers of NUPE Postmen & MTS Group C, CHQ were unanimously elected declared in presence of Govt. Observer. The Asst. Supdt. of Post, RMS, Chennai Sub Division, President **Shri Gulam Rabbani**, Working President **Shri Bidhan Chaudhary**, General Secretary **Shri T.N. Rahate**, Dy. General Secretary **Shri N.N. Mujawar** and CHQ Treasurer **Shri Jagdish Sharma.**

**- T.N. Rahate**

### **Received News from Department of Posts**

The Election of **President FNPO Shri N.K. Tyagi** (General Secretary NU R-III) and **Secretary General FNPO Shri T.N. Rahate** (General Secretary NUPE Postmen & MTS Group 'C') held on 27th July 2018 at Goregaon, Mumbai has been **approved by the Department of Post** vide Letter No. dt. 5th October, 2018 and 11th October 2018.

**स्वर्ण जयंती वर्ष FNPO**  
**नैशनल यूनियन ऑफ पोस्टल एम्पलाईज, पोस्टमैन एंड एम.टी.एस. ग्रुप सी**  
**इक्कीसवां अखिल भारतीय अधिवेशन**

दिनांक 04-08-2018 को नोटिस के अनुसार दिनांक 06-10-18 को केंद्रीय कार्यकारिणी तथा दिनांक 7 से 9 अक्टूबर 2018 तक अखिल भारतीय अधिवेशन **वनियार महल (ए/सी) नं. 62, तिरुवन्नमलाई (तमिलनाडु सर्कल)** में बहुत ही उत्साह और शानदार तरीके से संपन्न हुआ।

दिनांक 6 अक्टूबर को दोपहर कार्यकारिणी गठित हुई। श्री गुलाम रब्बानी ने अध्यक्ष स्थान ग्रहण किया। **श्री टी.एन. रहाटे** जनरल सेक्रेटरी NUPE Postmen & MTS Group C उन्होंने पिछले दो साल का रिपोर्ट और जमाखर्च CWC के समक्ष प्रस्तुत करने का आवहन किया और उस अनुसार श्री टी.एन. रहाटेजी ने दो साल की रिपोर्ट और अकाउंट CWC को सादर किया। CWC ने सर्व सम्मति से रिपोर्ट और अकाउंट पारीत कर 21<sup>st</sup> AIC के समक्ष प्रस्तुत करने की सम्मति प्रदान की।

दिनांक 7 और 8 अक्टूबर 2018 को अखिल भारतीय अधिवेशन संपन्न हुआ और सदन में सभी सर्कल सेक्रेटरी तथा कार्यकारिणी सदस्यों ने अपने विचार रखे। अंत में CHQ अध्यक्ष **श्री गुलाम रब्बानी** और जनरल सेक्रेटरी **श्री टी.एन. रहाटेजी** ने एक घंटे तक अपना भाषण दिया और 8 अक्टूबर को सदन दूसरे दिन के लिए स्थगित हुआ।

दिनांक 9-10-2018 को सुबह सदन शुरू हुआ और **श्री डी. त्यागराजन, Ex-Secretary General FNPO** ने FNPO (Affiliated Unions) गोल्डन जुबली दिवस के उपलक्ष्य में बहुत ही विवेचनात्मक संबोधन दिया जिसमें कैसे **200 सभासदों को लेकर नागपूर में 10 अक्टूबर, 1968 में स्व. श्री के. रामामूर्ति द्वारा FNPO की स्थापना हुई और आज 50 वर्ष बाद हमारी सदस्य संख्या कई लाख है** इसका उल्लेख किया।

लंच के लिए सदन स्थगित हुआ और लंच के बाद पुनः सदन शुरू हुआ और अगले दो वर्षों के लिए CHQ की नई कार्यकारिणी की चुनाव प्रक्रिया शुरू हुई। Government Observer ASP RMS Chennai Sub Division की उपस्थिति में सर्व सम्मति से नीचे लिखे अनुसार कार्यकारिणी का गठन हुआ।

अध्यक्ष श्री गुलाम रब्बानी, कार्याध्यक्ष श्री बीदन चौधरी, जनरल सेक्रेटरी श्री टी.एन. रहाटे, उप जनरल सेक्रेटरी श्री एन.एन. मुजावर और खजांजी श्री जगदीश शर्मा।

- टी.एन. रहाटे

**भारतीय डाक विभाग से खबर मिली**

हमें सूचित करते हुए अपार हर्ष हो रहा है कि दिनांक 27 जुलाई 2018 को गोरेगांव, मुंबई में FNPO की फेडरल FWC में नव निर्वाचित FNPO अध्यक्ष श्री एन.के. त्यागी (जनरल सेक्रेटरी NU R-III) तथा **FNPO सेक्रेटरी जनरल श्री टी.एन. रहाटे** (जनरल सेक्रेटरी NUPE Postmen & Group C) इन पदाधिकारियों को डाक विभाग की ओर से मान्यता प्राप्त हो गयी है।

यह आदेश दिनांक 5 अक्टूबर, 2018 और 11 अक्टूबर 2018 का है।

- टी.एन. रहाटे

## **Glimpses of 21<sup>st</sup> AIC Held at Thiruvanamalai (TN Circle)**



**Shri D. Theagarajan,  
Ex-Secretary General, FNPO  
addressing the House and CHQ  
Office Bearer present on the dais  
on the occasion of 21<sup>st</sup> AIC  
held on 7th Oct. to 9th Oct.  
at Thiruvanamalai  
(Tamil Nadu Circle)**

**Shri D. Theagarajan,  
Ex-Secretary General, FNPO  
addressing the House and  
CHQ Office Bearer present  
on the dais on the occasion of  
50th Anniversary Day of FNPO  
during 21<sup>st</sup> AIC  
held on 7th to 9th Oct.  
at Thiruvanamalai  
(Tamil Nadu Circle)**



**Shri T.N. Rahate  
General Secretary and  
Secretary General FNPO  
addressing the House  
on the occasion of 21<sup>st</sup> AIC  
held on 7th Oct. to 9th Oct.  
at Thiruvanamalai  
(Tamil Nadu Circle)**

**Shri T.N. Rahate**  
**General Secretary and**  
**Secretary General FNPO**  
addressing delegates and visitors  
present in the House  
on the occasion of 21<sup>st</sup> AIC.  
Also present on the dais are  
CHQ Office Bearers,  
Circle Secretaries,  
General Secretaries and  
Senior Leaders.



**Shri N.K. Tyagiji President FNPO**  
**and General Secretary R-III**  
addressing delegates and visitors  
present in the House  
on the occasion of 21<sup>st</sup> AIC.

**Shri Privthviraj Bawikarji,**  
**General Secretary NU R-IV**  
addressing delegates and visitors  
present in the House  
on the occasion of 21<sup>st</sup> AIC.





**Shri B. Shivkumar, ASG FNPO  
addressing delegates and visitors  
present in the House  
on the occasion of 21<sup>st</sup> AIC.  
Also present on the dais are  
Shri P.U. Muralidharan,  
General Secretary NU GDS,  
Shri T.N. Rahate, Shri Rabbani  
and CHQ Office Bearers  
and Circle Secretaries**

**Shri Jagdish Sharma,  
Treasurer CHQ, New Delhi  
addressing the House  
on the occasion of 21<sup>st</sup> AIC.**



**Shri Farukhi, Circle Secretary  
NAPE P-III, J&K Circle  
addressing the House  
on the occasion of 21<sup>st</sup> AIC.**



**Shri N.N. Mujawar,  
Dy. General Secretary  
addressing the House  
on the occasion of 21<sup>st</sup> AIC.**

**Shri T.N. Rahate General Sec.  
and Secretary General FNPO,  
Shri B. Shivkumar, ASG FNPO  
and Shri Farukhi Circle Sec.  
NAPE P-III, J&K Circle  
leading a rally during 21<sup>st</sup> AIC**



**Women employees and  
delegates, visitors  
present in the rally  
during 21<sup>st</sup> AIC**

**Present on the dais is  
Shri T.N. Rahate General Sec.  
and Secretary General FNPO  
alongwith Shri D. Theagarajan  
Ex-Secretary General, FNPO,  
Shri Gulab Rabbani, President,  
Senior Leader Shri B.M. Ghosh,  
and Dy. General Secretary  
Shri N.N. Mujawar and others**



**Shri Sunil Zunjarrao Circle Secretary addressing the House on the occasion of 21st AIC. And present on the dais are Shri T.N. Rahate General Sec. and Secretary General FNPO, Shri D. Theagarajan Ex-Secretary General, FNPO, Shri Shivdasan, General Sec. Civil Wing, Senior Leader Shri B.M. Ghosh and CHQ Office Bearer and Circle Secretaries**



**Shri T.N. Rahate General Sec. and Secretary General FNPO alongwith Shri D. Theagarajan Ex-Secretary General, FNPO, Shri B. Shivkumar, ASG FNPO and Shri Farukhi Circle Sec. NAPE P-III, J&K Circle, Shri Mahadeva, Circle Sec. NUPE P-IV Karnataka Circle and Shri Sugumaran P. Circle Secretary Tamil Nadu Circle**

**Present on the dais is Shri T.N. Rahate General Sec. and Secretary General FNPO alongwith Shri D. Theagarajan Ex-Secretary General, FNPO, Shri K. Shivdasan General Sec. Civil Wing, Shri P.D. Bawikar, General Secretary NU R-IV and CHQ Office Bearer and Circle Secretaries**



**Shri Jagdish Sharma alongwith Delhi Circle Union Members on the occasion of 21st AIC held at Tamil Nadu Circle**

**Members welcoming  
Shri T.N. Rahate General Secretary  
and Secretary General FNPO,  
Shri N.N. Mujawar and  
Shri Jagdish Sharma  
on the occasion of 21<sup>st</sup> AIC**



**Shri T.N. Rahate  
General Secretary and  
Secretary General FNPO  
alongwith the Union  
Members of Maharashtra  
and other States  
on the occasion of 21<sup>st</sup> AIC  
held on 7th to 9th Oct.  
at Thiruvanamalai  
(Tamil Nadu Circle)**

**Shri T.N. Rahate  
General Secretary and  
Secretary General FNPO  
alongwith the Union  
Members of Maharashtra  
and other States  
on the occasion of 21<sup>st</sup> AIC  
held on 7th to 9th Oct.  
at Thiruvanamalai  
(Tamil Nadu Circle)**



**Shri T.N. Rahate  
General Secretary and  
Secretary General FNPO  
alongwith the Union  
Members of Maharashtra  
and other women activist  
(with all sisters in Postmen  
and MTS Cadres)  
on the occasion of 21<sup>st</sup> AIC**



**1<sup>st</sup> CWC At Telangana Circle of NUPE Postmen and MTS Group 'C'**  
**Notice, All CPMGs & Secretary (P) Letters**

**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/Hyderabad/01/2019

Date : 04-01-2019

**NOTICE**

Wish you all a happy and prosperous New Year 2019.

It is hereby notified that a meeting of the **Central Working Committee** of National Union of Postal Employees, Postmen and MTS Group 'C' will be held **on 1<sup>st</sup> March to 3<sup>rd</sup> March, 2019 at 10.00 am at Hotel Aahwaanam, NTR Estate, Abids, Hyderabad-500001.**

The following shall be the Agenda.

**Agenda**

1. Adoption of the Minutes of the last CWC, Thiruvanamalai-606601 (Tamilnadu Circle).
2. Approval of the Report on activities for the period from **1<sup>st</sup> October 2018 to 31<sup>st</sup> January 2019.**
3. Organisational Review and Financial Review.
4. Agitational Programme of NUPE Postmen & MTS Group 'C' and Strike 8-9 January 2019.
5. Problems the Employees - (i) New Schemes and Policy of Department and **IT Modernisation, IPPB.**
6. Resolutions.
7. Filling the vacant post of (CHQ) President and other vacant posts.
8. Any other subject with the permission of the Chair.

Thanking you,

Yours Sincerely



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

Ref. No.: NU/P-IV/1<sup>st</sup> CWC/Hyderabad/01/2019

Date : 04-01-2019

Copy to :

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

  
(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/02/2019 .....

Date : 04-01-2019 .....

To,

All Chief Postmasters General  
..... Circle  
.....

Sir/Madam,

**Subject : 1<sup>st</sup> Central Working Committee Meeting of  
NUPE Postmen and MTS Group 'C' in Hyderabad (Telangana Circle),  
at Hotel Aahwaanam, NTR Estate, Abids, Hyderabad-500001.**

The 1<sup>st</sup> Central Working Committee of National Union of Postal Employees, Postmen and MTS Group 'C' will be held at Hotel Aahwaanam, NTR Estate, Abids, Hyderabad-500001 on 1<sup>st</sup> March, 2019 to 3<sup>rd</sup> March, 2019. (Copies of the notice is enclosed).

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

Thanking you,

Yours Sincerely



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

**1<sup>st</sup> CWC Meeting of NUPE Postmen and MTS Group 'C'  
in Hyderabad (Telangana 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/03/2019

Date : 04-01-2019

To,

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

**Subject : 1<sup>st</sup> Central Working Committee Meeting of  
NUPE Postmen and MTS Group 'C' in Hyderabad (Telangana Circle),  
at Hotel Aahwaanam, NTR Estate, Abids, Hyderabad-500001.**

Respected Sir,

**The 1<sup>st</sup> Central Working Committee of National Union of Postal Employees,  
Postmen and MTS Group 'C' will be held at Hotel Aahwaanam, NTR Estate, Abids,  
Hyderabad-500001 on 1<sup>st</sup> March, 2019 to 3<sup>rd</sup> March, 2019. (Copies of the notice is enclosed).**

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

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary

New Delhi-110 054

**Directorate Grant Special Leave to CHQ Office Bearers, Circle Secretaries,  
Divisional Secretaries for 1st CWC of NUPE Postmen & MTS Gr. C at Hyderabad**

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

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated : 20.02.2019

To,

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

**Subject : 1<sup>st</sup> Central Working Committee Meeting of NUPE Postmen and MTS Group 'C'  
in Hyderabad (Telangana Circle) at Hotel Aahwaanam, NTR Estate, Abids, Hyderabad  
from 01<sup>st</sup> March, 2019 to 3<sup>rd</sup> March, 2019**

Sir,

I am directed to refer to your letter No. NU/P-IV/1<sup>st</sup> CWC/03/2019, dated 04-01-2019 on the subject cited above and to say that vide this Department's Letter No. 54-1/83-SPB-II dated 06-12-83 (Copy enclosed), necessary instruction in the matter has already been circulated to all concerned. Therefore, it is requested that action may be taken accordingly.

Yours faithfully,

Encl.: As above



(Prabhudas Xalxo)  
Director (SR & Legal)

## Minutes of CWC of NUPE Postmen & MTS, Group 'C', CHQ held at Thiruvanamalai during 7<sup>th</sup> to 9<sup>th</sup> October 2018

As notified the CWC of NUPE P-IV CHQ commenced at 14.30 hours at Vaniyar Mahal, Thiruvanamalai (Tamilnadu Circle). Shri Gulam Rabbani, CHQ President was in Chair.

All CHQ Office Bearers were present. Shri T.N. Rahate, General Secretary, NU P-IV, CHQ welcomed all CWC Members and then read out the Notice of CWC; which was approved.

Then General Secretary placed the Bi-annual report of CHQ for year 2016-2018 and read out as per Index,

Firstly, the Minutes of last CWC of Mysuru was read out and approved by this CWC. Shri T.N. Rahate offered his sincere thanks to Shri R. Mahadeva for holding CWC at Mysuru in very good manner.

Then General Secretary read out Bi-annual report page by page.

Then General Secretary placed Part II Bi-annual report before CWC and read out it page by page.

Shri R. Mahadeva, Circle Secretary, Karnataka sought clarification regarding not showing amount collected towards Postal Prakash.

Shri Rahate, General Secretary clarified that CHQ has not received any amount as subscription of Postal Prakash and total expenditure for printing of Postal Prakash has been made from CHQ.

However, Shri R. Mahadeva sought clarification on some items of expenditure which was clarified by General Secretary and then the Bi-annual Report was passed unanimously.

The CWC requested Shri Ghosh and Guruji for preparation of Amendments in our Constitution in R/o raising Union Subscription as Rs. 60/- per month and some other Amendments.

Shri Radhesham Verma, Circle Secretary, Madhya Pradesh suggested that CHQ should send the details of Quota received during six months from Divisions to Circles.

Then Shri Sunil Zunjarrao, Circle Secretary, Maharashtra gave vote of thanks to all and CWC was concluded and adjourned.

- G. Rabbani  
President, NU P-IV

## CWC मीनिट्स

CHQ द्वारा प्रसारित नोटिस के अनुसार आज दिनांक 6-10-2018 को दोपहर 14.30 बजे वनियार महल, थिरुवनमलाई (तमिलनाडु) में CWC प्रारंभ हुई। श्री गुलाम रब्बानी ने इस CWC की अध्यक्षता की।

सभी CWC मेंबर की उपस्थिति में श्री टी.एन. रहाटे, जनरल सेक्रेटरी ने सभी उपस्थित महानुभावों का स्वागत किया और CWC की नोटिस पढ़कर सुनाई जिसे सर्व सम्मती से पारित किया।

तत्पश्चात् श्री रहाटेजी ने सदन के पटल पर द्वैवार्षिक रिपोर्ट वर्ष 2016-2018 की सूची अनुसार पढ़ा। सर्वप्रथम पिछले CWC के मीनिट्स जो मैसूर में संपन्न हुई थी उन्हें पढ़ा और श्री रहाटेजी ने श्री आर. महादेवा को उस CWC आयोजन के लिए धन्यवाद दिया। तत्पश्चात् द्वैवार्षिक रिपोर्ट पेज अनुसार पढ़ी। साथ ही Part II द्वैवार्षिक रिपोर्ट भी पढ़कर सुनाई।

श्री आर. महादेवा, सर्कल सेक्रेटरी, कर्नाटक ने पोस्टल प्रकाश के शुल्क की रकम के बारे में स्पष्टीकरण पूछा। उत्तर में कहा गया कि CHQ ने ऐसी कोई रकम प्राप्त नहीं की है। और पोस्टल प्रकाश की छपाई CHQ द्वारा की गयी है। इस पर और कुछ स्पष्टीकरण के पश्चात् सर्व सम्मती से द्वैवार्षिक रिपोर्ट पास किया गया।

CWC ने श्री गुरुजी तथा श्री घोष दोनों महानुभावों से विनती की कि वे दोनों मिलकर संगठन के संविधान में कुछ दुरुस्तियां तथा AIC में पारित करने हेतु प्रस्ताव का मसौदा तय करे। मुख्यतः संगठन का मासिक चंदा रु. 60/- करने हेतु।

श्री राधेश्याम वर्मा, सर्कल सेक्रेटरी, मध्य प्रदेश ने सुझाव दिया कि CHQ डिवीजन से प्राप्त कोटा की लिस्ट हर 6 माह में सर्कल को भेजे ताकि बकाया डिवीजन द्वारा कोटा प्राप्त करने हेतु सर्कल द्वारा ठोस कार्रवाई की जा सके।

श्री सुनील झुंजारराव, सर्कल सेक्रेटरी महाराष्ट्र एवं गोवा द्वारा आभार प्रदर्शन के पश्चात् CWC स्थगित की गयी।

- जी रब्बानी,  
प्रेसीडेंट, NU P-IV, CHQ

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## **Minutes of 21st AIC of NUPE Postmen & MTS, Group 'C', CHQ held at Thiruvanamalai during 7<sup>th</sup> to 9<sup>th</sup> October 2018**

**Date 8-10-2018 :** Today at 09.30 hours the flag hosting was held in front of meeting hall by Shri Gulam Rabbani and Shri T.N. Rahate, President and General Secretary. Shri D. Theagarajan, Ex-Secretary General FNPO was also present.

At 10.30 hours subject Committee started under the Chairmanship of Shri Gulam Rabbani, President CHQ. Shri T.N. Rahate, General Secretary started the opening of reading of Bi-annual report itemwise, as per notice of AIC which was approved by AIC/House.

The House paid homage to departed leaders including Late Prime Minister Shri Atal Bihari Vajpayee by standing two minutes in silence.

Shri Rahate then read out the report as per Index pagewise. In last, he readout Vote of Thanks in Hindi.

House then approved Bi-annual report unanimously. Shri Rahate gave details of old deposit of CHQ converted into National Co-op Society fixed deposit at Mumbai. Total 7 lakhs are kept in deposit of CHQ.

Then Shri Rahate told the house about loan amount of Rs. 1.5 lakhs by Shri Tallaya given by CHQ. Shri Rahate gave detail of balance as on 31st August 2018 of CHQ. He gave Quota received and then requested delegates and CWC member to give their views on report.

Smt. Soma Ghosh, Circle Secretary, West Bengal spoke and scolded the members coming on Special Leave and not attending the Conference and enjoying the trip. And also gave details of unsolved items of her Circle.

Shri Ajay Kumar, Divisional Secretary, Mujaffarpur (Bihar) complained against Circle Union functioning of Bihar. He then gave Letter of Charter of Demand of his Division/Circle.

Shri Rahate explained the procedure of handling of problems at appropriate level.

Shri Akhtar Hussain, President, Hyderabad City Division, Telangana Circle spoke on retirement increment.

Shri Santosh Lad, Dy. Circle Secretary, Maharashtra spoke on shortage of staff. Only 45% staff is working on delivery, Amazon, Speed, IPPB, non-recruitment etc.

Then subject committee adjourned for lunch break.

At 15.30 after lunch session started.

Shri Jagotar, Postman, Rampur (UP) spoke on issue of Speed Post incentive etc.

Shri Sham Bihar Yadav, Buxar, Bihar - thanked for change in recruitment rules and asked to work hard to increase membership.

Shri R.L. Bhandari, Ahmedabad, Gujarat - He narrated the problems of Gujarat Circle.

Shri Jagdish Chaupal, Smastipur (Bihar) - spoke of difficulties of Postman, GDS Staff and other issues.

Shri Mahesh, Circle Secretary, Kerala - spoke on various issues of Postman, even GDS issues and 5 days week.

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Shri Radhesham Verma, Circle Secretary, MP Circle - The CHQ should send the list of Quota received from the Division to check the difficulties for non-remittance of Quota of Circle and CHQ.

Shri A.K. Solanki, Circle Secretary, Gujarat addressed the subject committee. He discussed the various issues of Gujarat Circle and non-settlement of problems of CHQ level. He then asked and requested the CHQ to give more attention to Gujarat Circle being one of the most important Circle.

Shri N.K. Mandal, Circle Secretary, Jharkhand spoke on the issue of non-holding of monthly meeting since last two years.

Shri Sunil Zunjarrao, Circle Secretary, Maharashtra told that if Shri Modiji continues for next 5 years, the complete labour movement will be stopped and even pension may be abolished. Our CHQ demand 25,000 posts of Postman as per norms throughout India and in Maharashtra and Goa more than 5000 posts are justified.

Regarding recruitment of GDS the norms needs to be changed. We have demanded with our Communication Minister. He then asked all Circle Secretaries to try to increase the membership and quoted the example of Thane Division.

Shri Joginder, Circle Secretary, J&K Spoke on the various issues of J&K Circle.

Shri Harish, Circle Secretary, Bihar - Spoke about shortage of staff and told that he has given name and address of all Divisional Secretary of Bihar Circle.

Shri Shastriji, Circle Secretary of Andhra Pradesh - addressed subject committee.

Shri Jaikaran deputise Circle Secretary, Delhi - Spoke on the occasion.

Shri Jaipal Singh, Circle Secretary, Haryana - addressed the session and narrated the issues of Haryana.

Shri Tyagi from Haryana addressed the session and assured that he will do his best for Haryana Circle in future.

Shri Darpan Singh, Circle Secretary, Uttarakhand addressed session and told that our problems are being looked into by CHQ.

Shri Bidhan Chaudhary, V/P, CHQ addressed the session. He asked CHQ to chalk out the programme of Agitation for Settlement of Problems of Postman, MTS at all India level, first at Division, second at Circle and last at Directorate level.

Shri N.N. Mujawar, AGS, CHQ addressed Session. He remembered the formation of FNPO. 50 years celebration in this AIC. He discussed the importance of Union. He touched all the issues of Postman, MTS alongwith new scheme i.e. Amazon, IPPB, T.U. Programmes of CGL. Local level meeting of Union with Administration, Benchmark 3050 scale of Postman etc.

Shri Makwana, Org. Secretary, CHQ spoke on shortage of Staff, kit item amount Rs. 5000/-.

Shri Jagdish Sharma, TRR CHQ spoke on the occasion.

Shri Balraj Singh, Circle Secretary, Punjab spoke on the occasion.

Shri Gulam Rabbani, President, CHQ, addressed the session. He discussed in detail the role of Postman, the delivery pattern of Postman, posting of newspaper, loss to Department.

Shri Rahate came on mike at 18.50 hours and started his speech covering all the issues i.e. new Recruitment Rules, engagement of GDS as Postman, MTS and Substitutes arrangement, Gujarat Agitation, MP Circles, Again talked for Quota and lastly talked about working honestly.

Shri Sugumaran, Circle Secretary, Tamilnadu thanked all for smooth functioning of AIC and gave vote of thanks.

**Date 9-10-2018**

Today at 10.05 hours CWC resumed. Shri T.N. Rahate gave opening address and discussed items - relation with Sister Union/Federation.

Then Shri Shivdasan, General Secretary, Civil Wing addressed CWC.

Shri D. Theagarajan, Ex-Secretary General, FNPO addressed Subject Committee and gave historical events of formation of FNPO.

In between meeting Shri T. Vasudevan, ASP Chennai, 32 Stg. Division, Mob No. 9444154896 has arrived and taken seat on dais as Departmental Observer of Election.

Then Shri D. Theagarajan, Ex-Secretary General, FNPO was given farewell on his retirement by honouring him with shawl, pagdi, garland.

Shri Balu Cor, Mumbai was honoured with shawl for services to Union.

Then holy photo of Lord Shiv-Parvati was given to Shri D. Theagarajan, Shri T.N Rahate, Shri B.M. Ghosh and Guruji.

Then Shri B.M. Ghosh read out the amendment and resolution before CWC which are passed unanimously by the house. Before that Shri B.M. Ghosh gave a very good speech.

Shri T.N. Rahate called for invitation for holding next AIC.

Shri Sunil Zunjarrao, Circle Secretary, Maharashtra and Goa Circle declared that next AIC will be held in Maharashtra Circle.

Then Shri Rahate read out Circle wise number of delegation position and gave the unanimously prepared list of office bearers for next two years 2018-2020, prepared proposed by Shri S.P. Zunjarrao, Circle Secretary, Maharashtra and seconded by Smt. Soma Ghosh, Circle Secretary, West Bengal Circle, which was approved by the House.

Shri T.N. Rahate, declared that next CWC will be held at Hyderabad in **March 2019** and after retirement of Shri Gulam Rabbani, **President Shri Bidhan Chowdhary, Working President will hold the post of President, NU P-IV CHQ.**

The CWC was concluded and adjourned.

**- Gulam Rabbani**

**9-10-2018**

**CHQ Quota**

All the Divisional Secretaries / Branch Secretaries are requested to send CHQ Quota of **Rs. 14/- (Rs. Fourteen)** each member per month from March 2019 to **Shri Jagdish Sharma, Treasurer (CHQ), Camp : I.P.H.O., New Delhi-110002.**  
**M.:** 09555593094 / 09718093094  
as early as possible.

**सी.एच.क्यू कोटा**

सभी डिवीजनल सेक्रेटरी / ब्रांच सेक्रेटरी से अनुरोध किया जाता है CHQ कोटा **रुपये 14/- (चौदह रुपये)** प्रति मॅबर प्रतिमाह भेजें। यह चंदा दर मार्च 2019 से लागू है।  
**CHQ कोटा श्री जगदीश शर्मा, खंजाजी (CHQ),**  
**कॅंप : आई.पी.एच.ओ. नयी दिल्ली-110002**  
**मो.:** 09718093094/ 09555593094  
को जल्द-से-जल्द से भेजें।



## मीनिट्स 21st AIC 2018 तिरुवन्नमलाई (तमिलनाडु) में संपन्न

आज दिनांक 8-10-2018 को ठीक सुबह 9.30 को मीटिंग हाल के सामने संगठन का ध्वजारोहण श्री गुलाम रब्बानी, अध्यक्ष तथा श्री टी.एन. रहाटे, सेक्रेटरी जनरल द्वारा संपन्न हुआ। श्री डी. त्यागराज पूर्व सेक्रेटरी जनरल FNPO प्रमुख अतिथि के रूप में उपस्थित थे।

ठीक 10.30 बजे विषय समिति की मीटिंग शुरू हुई। श्री गुलाम रब्बानी, अध्यक्ष पिठासीन थे। श्री टी.एन. रहाटे द्वारा द्वैवार्षिक रिपोर्ट को पेजवाईज पढ़ना शुरू हुआ। सर्वप्रथम AIC की नोटिस पढ़कर सर्व सम्मती से पास की गयी।

सदन ने सर्व प्रथम दिवंगत नेता तथा रिपोर्ट के अवधि के दरमियान मृत हुए सभी महान व्यक्ति विशेष रूप से श्री अटल बिहारी वाजपेयीजी पूर्व प्रधानमंत्री को श्रद्धांजलि अर्पित की।

श्री रहाटे द्वारा द्वैवार्षिक रिपोर्ट को सूचीनुसार पेजवाईज पढ़ा गया। अंत में वोट ऑफ थैंक्स को हिन्दी में पढ़ा गया। सदन ने इस रिपोर्ट को पास किया। श्री रहाटे द्वारा सदन को अवगत कराया गया कि CHQ की पुरानी जमा रकम को पुनः नैशनल को.आ. सोसायटी मुंबई में फिक्स डिपोजिट में जमा किया गया है और अब जमा बकाया रकम 7 लाख है।

श्री रहाटे द्वारा स्पष्ट किया गया कि श्री तलव्या जो CHQ के आफिस की देखभाल करते हैं उन्हें CHQ द्वारा 1 1/2 लाख की रकम लोन के रूप में दी गयी है। तत्पश्चात् श्री रहाटे ने जमा रकम के डिटेल बताये और कोटा कितना प्राप्त हुआ उसका विवरण देकर डेलीगेट एवं प्रतिनिधियों से रिपोर्ट पर उनकी राय जाहिर करने का अनुरोध किया।

श्रीमती सोमा घोष अपने संबोधन में प्रतिनिधियों पर बरस पड़ी कि वे स्पेशल लिव लेकर अधिवेशन के लिए आते हैं पर अधिवेशन में भाग लेने के बजाय घूमने निकल जाते हैं। उन्होंने उनके वेस्ट बंगाल में जो प्रश्न प्रलंबित हैं उनका बयौरा दिया।

श्री अजय कुमार, डिप्युटी सर्कल सेक्रेटरी, मुजाफ्फरपुर (बिहार) ने अपने भाषण में बिहार सर्कल यूनियन के कार्य प्रणाली पर टिप्पणियां की और उनके डिवीजन सर्कल के प्रश्नों का लिखित निवेदन सदन में पेश किया।

श्री रहाटेजी ने हस्तक्षेप करते हुए प्राबलेम को सुलझाने की कार्य प्रणाली सविस्तार से समझायी।

श्री अख्तर हुसेन, प्रसीडेंट हैदराबाद सिटी डिवीजन तेलंगाणा सर्कल ने रिटायरमेंट इंक्रीमेंट की चर्चा की।

श्री संतोष लाड, डिप्युटी सर्कल सेक्रेटरी, महाराष्ट्र ने अपने संबोधन में स्टाफ की कमी, 45% स्टाफ 100% का काम कर रहा है और अमेझॉन, स्पीड, IPPB, नॉन रिक्तमेंट आदि विषयों पर विवरण दिया।

तत्पश्चात् सदन भोजन अवकाश के लिए स्थगित हुआ।

दोपहर ठीक 15.30 को पुनः सदन की कारवाई शुरू हुई। श्री जगऔतार, पोस्टमैन, रामपुर (U.P.) ने स्पीड पोस्ट इनसेंटीव न मिलने की बात की।

श्री राम बिहारी यादव, बक्सर (बिहार), भर्ती नियमों में संशोधन लाने के लिए आभार, सदस्य संख्या बढ़ाने हेतु अथक परिश्रम आवश्यक।

श्री आर.एल. भंडारी, अहमदाबाद (गुजरात) - गुजरात सर्कल के प्रश्नों पर बात की।

श्री जगदीश चौपाल, समस्तीपुर (बिहार) - पोस्टमैन GDS वर्ग की कठिनाइयों पर बात की।

श्री राधेश्याम वर्मा, सर्कल सेक्रेटरी (MP) - CHQ द्वारा सर्कल को लिस्ट हर 6 महीने बाद भेजी जाय जिसमें डिवीजन से कितना कोटा वसूल हुआ। ताकि सर्कल कोटा के संबंधी शाखा को लिख सके।

श्री ए.के. सोलंकी, सर्कल सेक्रेटरी (गुजरात) - गुजरात सर्कल के प्रलंबित प्रश्नों की चर्चा की। CHQ द्वारा गुजरात सर्कल पर विरोध ध्यान देने की विनती की।

श्री एन.के. मंडल, सर्कल सेक्रेटरी झारखंड - पिछले दो वर्षों से मंथली मीटिंग न होने की बात की।

श्री सुनील झुंजारराव, सर्कल सेक्रेटरी (महाराष्ट्र) - यदि श्री मोदीजी पुनः 5 वर्षों के लिए आते हैं तो कामगार वर्ग समाप्त हो जायेगा और हो सकता है पेंशन पर भी रोक लगे CHQ ने 25,000 पोस्टमैन पोस्ट जस्टीफाईड मांग की है। महाराष्ट्र व गोवा में 5000 पोस्ट जस्टीफाय है। GDS भर्ती में बदलाव जरूरी है, सदस्य संख्या बढ़ाने हेतु प्रयत्न जरूरी है। ठाणे डिवीजन का उदाहरण दिया।

श्री जोगींदर, सर्कल सेक्रेटरी (J&K) - J&K के सर्कल के प्रश्नों की चर्चा की।

श्री हरीष, सर्कल सेक्रेटरी (बिहार) - स्टाफ की कमी और मेलिंग लिस्ट की बात की।

श्री शास्त्रीजी, सर्कल सेक्रेटरी, (AP) - विस्तारपूर्वक सभी प्रश्नों पर बात की।

श्री जयकरण भारवाहक, सर्कल सेक्रेटरी, (दिल्ली) - संबोधित किया।

श्री जयपाल सिंह, सर्कल सेक्रेटरी, (हरियाणा) - हरियाणा सर्कल, प्रश्नों पर चर्चा।

श्री त्यागी (हरियाणा) - हरियाणा सर्कल के लिए भरसक कार्य करना।

श्री दरपन सिंह, सर्कल सेक्रेटरी, (उत्तराखंड) - CHQ द्वारा प्रश्नों का समाधान किया गया।

श्री बिधान चौधरी, V/P, CHQ - पोस्टमैन, MTS के प्रश्नों को लेकर देश भर में एजीटेशन प्रोग्राम डिवीजन स्तर से डाक भवन तक आयोजित करने का प्रस्ताव दिया।

श्री एन.एन. मुजावर, AGS CHQ - FNPO स्थापना 50 वर्ष पूर्व इस AIC में सिल्वर जुबली कार्यक्रम, संगठन महत्व, पोस्टमैन, MTS प्रश्न, नई योजनाएं, अमेझॉन, IPPB, केंद्रिय कर्मचारी, पोस्टमैन वेतन श्रेणी 3050.

श्री मकवाना, Org. Secretary, CHQ - कर्मचारियों की कमी, किट आयटम की रकम 5000 तय है।

श्री जगदीश शर्मा, TRR CHQ - समयोचित संबोधन किया।

श्री बलराज सिंह, सर्कल सेक्रेटरी (पंजाब) - सभी प्रश्नों पर विचार रखे।

श्री गुलाम रब्बानी, प्रेसीडेंट, CHQ - पोस्टमैन कार्यप्रणाली, वितरण व्यवस्था, न्यूजपेपर पोस्टिंग के कारण डाक विभाग नुकसान।

श्री रहाटे द्वारा ठीक 18.50 अपने भाषण की शुरुआत कर करीब 2 घंटे का समय लिया और सभी विषयों पर अपने विचार रखे जिसमें भर्ती के नये नियम, GDS, MTS, गुजरात एजीटेशन, मध्य प्रदेश सर्कल कोटा, इमानदारी से काम करने की आवश्यकता आदि।

श्री सुगुमारण, सर्कल सेक्रेटरी (तमिलनाडु) - शांतपूर्ण AIC के लिए सभी का धन्यवाद किया।

### **दिनांक : 9-10-2018**

सुबह 10.05 को सदन की कारवाई पुनःशुरू हुई। श्री रहाटे द्वारा चर्चा में बात करते हुए सहयोगी संगठनों से संबंध, फेडरेशन कार्यकलाप आदि विषयों पर विचार रखे।

श्री शिवदासन, जनरल सेक्रेटरी, सिविल विंग, द्वारा सदन को संबोधित किया।

श्री डी. त्यागराजन, Ex-Secretary General, FNPO का उनके सेवा निवृत्त होने के उपलक्ष्य में उनका यथोचित सत्कार किया गया।

श्री बालू कोर (महाराष्ट्र) का संगठन के कार्य हेतु सत्कार किया गया।

श्री शिव पार्वती फोटो फ्रेम सर्वश्री डी. त्यागराजन, रहाटे, बी.एम. घोष और गुरुजी को भेंट की गयी।

श्री घोष ने सदन को संबोधित किया और अंत में अपने संगठन में नई दुरुस्ती को पढ़कर सुनाया जिसे ध्वनिमत से पास किया गया।

श्री रहाटे द्वारा अगली AIC के लिए आवेदन मांग की जिसे श्री सुनील झुंजारराव, सर्कल सेक्रेटरी महाराष्ट्र ने सहर्ष स्वीकार कर वर्ष 2019-2020 की AIC महाराष्ट्र सर्कल में आयोजित करने की घोषणा की।

श्री रहाटे द्वारा सर्कलवाइज कोटा डेलीगेशन पोजीशन पढ़कर सुनाने के बाद वर्ष 2018-2020 के लिए नयी कार्यकारिणी जो सर्व सम्मती से बनायी गयी थी जिसे श्री सुनील झुंजारराव, सर्कल सेक्रेटरी, महाराष्ट्र ने मनोनित किया था और श्रीमती सोमा घोष, सर्कल सेक्रेटरी, वेस्ट बंगाल ने अनुमोदित किया था पढ़कर सुनाया जिसे सदन ने तालियों की कड़कड़ाहट के साथ सर्व सम्मति से मंजूरी प्रदान की। श्री रहाटे ने घोषणा की कि मार्च 2019 को श्री गुलाम रब्बानी प्रेसीडेंट CHQ रिटायर हो रहे हैं। उनके रिक्त पद पर **श्री बिधान चौधरी वर्किंग प्रेसीडेंट CHQ का पद ग्रहण करेंगे।**

**The following Office Bearers are elected unanimously in 21st AIC of NUPE P-IV held during 7th to 9th October, 2018 at Thiruvanamalai-606601, Tamil Nadu Circle**

1. <b>President</b>	-	<b>Shri Gulam Rabbani</b>	<b>MTS</b>	<b>Hyderabad GPO-500001 (Telangana)</b>
2. <b>Working President</b>	-	Shri Bidhan Chaudhari	Cash Overseer	Baranpore HO, W. Bengal-742101
3. <b>Vice President</b>	-	Shri A.K. Solanki	Postman	Manikbaug PO, Ahmedabad-380015, (Gujarat)
4. <b>Vice President</b>	-	Shri Ajay Kumar	Mail Overseer	Sauth Sub Division, Muzaffarpur-842002 (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>	-	<b>Shri N.N. Mujawar</b>	Postman	Kolhapur HO, Kolhapur-416003 (Maharashtra)
7. <b>Asst. General Sec.</b>	-	Shri V.K. Mathur	MTS	IPHO, New Delhi-110002 (Delhi)
8. <b>Asst. General Sec.</b>	-	Shri Sugumaran P.	Postman	Pondicherry-605001 (Tamil Nadu)
9. <b>Asst. General Sec.</b>	-	Shri Nareshchandra Sharma	Postman	Meerut HO, City 2, Meerut-252002 (Uttar Pradesh)
10. <b>Asst. General Sec.</b>	-	Shri S.M. Parmar	Stg. Postman	Varachha Road PO, Surat, Surat-395006 (Gujarat Circle)
11. <b>Organising Secretary</b>	-	Shri R.K. Mishra	Postman	Jabalpur HPO, Jabalpur-482001 (MP Circle)
12. <b>Organising Secretary</b>	-	Shri Kamal Chakraborty	MTS	Governor's Camp PO, Kolkata-700062 (West Bengal)
13. <b>Organising Secretary</b>	-	Shri K. Mahesh	Postman	Thalassery HPO, Kerala-670101
14. <b>Organising Secretary</b>	-	Shri Subramanya K.S.	Postman	Bangalore GPO, Bangalore-560001
15. <b>Treasurer</b>	-	<b>Shri Jagdish Ku. Sharma</b>	<b>MTS</b>	<b>IPHO, New Delhi-110002, (Delhi)</b>
16. <b>Auditor</b>	(i)	<b>Shri Joginder Kumar</b>	Postman	Jammu HO, J&K Circle
	(ii)	<b>Shri Ravindra Tyagi</b>	Postman	Sonipat, Haryana Circle
	(iii)	Shri Nawal Kishore Mandal		Jharkhand
	(iv)	Shri Balraj Kumar		Punjab
	(v)	Shri Tarachand		Delhi North
	(vi)	Shri R.K. Sah		Delhi Circle, Gokalpuri

## 17. Advisory Committee

<b>Chief Advisor</b>	(i)	Shri B.M. Ghosh	West Bengal
Member	(ii)	Shri R.N. Gadgil	Maharashtra
Member	(iii)	Shri C.P. Nayee	Gujarat
Member	(iv)	Shri P.V. Subramaniam	Tamil Nadu
Member	(v)	Shri K. Gunasekhar	Tamil Nadu
Member	(vi)	Shri Moideen Kutty	Kerala
Member	(vii)	Shri Shekhar Mukharjee	West Bengal
Member	(viii)	Shri Lakhan Mujumdar	West Bengal
Member	(ix)	Shri K.M. Parmar	Gujarat
Member	(x)	Shri K.V. Kuridigi	Karnataka Circle
Member	(xi)	Shri Ajmer Singh	Punjab

## 18. Postal Prakash Committee

	(i)	Shri Lamboder Raut	Orissa
Member	(ii)	Shri Jwala Singh	Rajasthan
Member	(iii)	Shri Radeshm Verma	Madhya Pradesh
Member	(iv)	Shri Basant Kumar	Jagadhari HO, Haryana
Member	(v)	Shri Harishankar Prasad Sinha	Bihar
Member	(vi)	Shri Darpan Singh Rawat	UK, Deharadun HO
Member	(vii)	Shri Fayaz Ahmed Shaikh	Postman S.R. Ganj, Srinagar, J&K
Member	(viii)	Shri R.L. Bhandari	Gujarat
Member	(xi)	Shri P.S. Barad	Gujarat

## 19. P.A. To General Secretary

Mumbai Office	(i)	<b>Shri Sudhir Garibe</b>	Marine Lines PO, Mumbai, Maharashtra,
	(ii)	<b>Shri Mahesh Patkar</b>	Mira Road PO-401107, Mumbai, Maharashtra

## 19. Office Secretary -

CHQ Delhi Office	(i)	<b>Shri Rajesh Vashisth</b>	Ghaziabad HO, Ghaziabad DN (UP Circle)
	(ii)	<b>Shri Satish Kumar</b>	Delhi Circle, Karolbagh PO, Delhi Central DN

**List Proposed by** Shri S.P. Zunjarrao Circle Secretary Maharashtra

**Seconded by** Smt. Soma Ghosh Circle Secretary West Bengal

Thanking you,

Yours Sincerely



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

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## 21st AIC Resolution No. 1 and 2

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**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

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

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Ref. No.: NU/P-IV/21<sup>st</sup> AIC Resolution/2018

Date : 01-11-2018

To

All CHQ Officers Bearers  
and All Circle Secretaries

Dear Brothers

Our 21st AIC was held in Thiruvanamalai (Tamil Nadu Circle) during 7th to 9th October, 2018. Following Resolutions were passed unanimously in 21st AIC.

#### **Resolution No. 1**

This 21st AIC of NU P-IV unanimously resolve that a Agitation Programme should chalk out from Division, Circle and CHQ for settlement of long pending demands and new challenges to be faced by staff.

The Agitation Programme should be implemented in the month of January/February 2019.

#### **Resolution No. 2**

This 21st AIC of NU P-IV CHQ unanimously resolve that **every member of Union should give Rs. 200/- within two years** as Donation to hold respective **Circle Union and AIC CHQ.**

Out of Rs. 200/- allocation will be as -

CHQ	Rs. 80/-
Circle	Rs. 80/-
Division	Rs. 40/-

Donation in Two Years Rs. 200/-

(i) Rs. 100/- for Circle Conference per year, 1st Year Donation

Circle	Rs. 80/-
Division	Rs. 20/-

(ii) Rs. 100/- for AIC per year but 2nd Year Donation

CHQ	Rs. 80/-
Division	Rs. 20/-

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and S.G. FNPO

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**Amendments to the Constitution  
of NUPE Postmen & MTS Group 'C'**

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**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

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

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Ref. No.: NU/P-IV/21st AIC/Amendment in Constitution/2018  
.....

Date : 01-11-2018  
.....

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

**[Kind Attention : Director (SR & Legal), Dept of Post, Dak Bhawan]**

**Subject :** Amendments to the Constitution of  
National Union of Postal Employees, Postmen & MTS Group 'C'  
in the 21st AIC held at Thiruvanamalai-606601, Tamilnadu  
from 7th to 9th October, 2018

Respected Sir/Madam,

Our **21st AIC** was held at Thiruvanamalai-606601, Tamilnadu during 7, 8, 9th October, 2018 and passed the Amendments to our Constitution unanimously.

It is therefore requested to please **give approval to these Amendments** of our Union Constitution, please.

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. 50/- per member per month.	<b><u>Article 32:</u></b> <b><u>Subscription, Donation, Levy:</u></b> (a) The monthly subscription shall be Rs. 60/- 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 14.00  Divisional Union: Rs 15.00  Branch Union: Rs 10.00  (per member per month)</p>	<p><b><u>Article 33: Allocation</u></b></p> <p>(a) Federation : Re 01.00  All India Union: Rs 14.00  Circle Union: Rs 15.00  Divisional Union: Rs 20.00  Branch Union: Rs 10.00  (per member per month)</p>
3.	<p><b><u>Article 27</u></b></p> <p>Circle Working Committee  (i) Composition and Voting.  The Circle Working Committee shall consist of the Office Bearers of the Circle Union.  Each Office Bearers shall carry one vote.</p>	<p><b><u>Article 27</u></b></p> <p>Circle Working Committee  (i) Composition and Voting  The <b>Circle Working Committee</b> shall consist of the Office Bearers of the Circle Union and Each <b>Division/Branch Secretary</b> of the Circle is <b>Ex-Officio Office Bearer</b> of Circle Union.  Each Office Bearer shall carry one vote.</p>
4.	<p><b><u>Article 30</u></b></p> <p>Assistant Treasurer of Circle Union  The Assistant Treasurer will assist Treasurer in the discharge of his duties.</p>	<p><b><u>Article 30</u></b></p> <p>The Post of Assistant Treasurer of Circle Union is converted as Organising Secretary (Four).</p>

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary



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**Notice of Agitation under Trade Union Act-1 of Section 22  
of Industrial Dispute Act 1947 And Charter of Demand**

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**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

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

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Ref. No.: NU/P-IV/Notice/Agitation/2018

Date : 05-11-2018

To,

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

**NOTICE**

**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) Observe Demands day by wearing BLACK BADGES for three days with demonstration at work spot on date November 27/28 and 29 /2018.
- 2) One Day Mass Dharana in front of Divisional Office on date 14th December 2018 and will submit Memorandum to Divisional Head.
- 3) Mass Dharana in front of Circle Office on date 2nd January 2019 from 10 am to 4 pm and will submit Memorandum to Chief Postmaster General.
- 4) Fourth and final programme before going on Strike. Dharana, in front of Dak Bhawan on 6th Feb 2019.

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 **formal periodical meeting for Postmen MTS** issues but it was not conducted till date by the Directorate Administration. (After December 2016 to till date no formal periodical meeting and Departmental Council Meeting was held). 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

### **Charter of Demands**

- 1) To fill up all vacant posts (2009 To 2018) of Postmen & MTS as per new recruitment rules-2018.
- 2) Creation of Additional justified Posts of postmen in India Post, according to the need of Postal articles. Pick up articles, IPPB Works and other works (Minimum 25,000/-postman Posts)
- 3) Regarding MTS Recruitment through 25 percentage Casual Laborers - As per latest recruitment rules for MTS, casual laborers appointed before 01.09.1993 are only eligible. Since the orders for non recruitment of Casual Laborers are issued on 01.12.2010, the Casual Laborers appointed by this date should be considered eligible for MTS quota through Casual Laborers.
- 4) Request for modification in D.Gs Order No DGPRT No. 31-38/79 PE-1 dated 22.05.1979 or give additional time factor for door to door delivery of unaccountable article in multistory buildings
- 5) Stop delivery of Speed Post, parcel & Register letters through outsiders and agencies (OPA).
- 6) Stop nodal system to separate deliver of Speed Post & Parcel and same should be delivered through regular postman in respective delivery post offices. The nodal Centre and Hub should be in existence but the delivery should be effected through the respective delivery offices.
- 7) Consult, Unions before introducing any new business.
- 8) Dress allowance should be increased from Rs. 5000/- to 10,000/- per year.
- 9) Periodicals meeting should be conducted regularly by the all concerned as per rule on the subject. The periodical meetings in DO/RO/CO/RJCM as well as Directorate Level Periodical and Departmental Council meetings.
- 10) Time factor should be fixed for all new Business to postman, MTS & other employees.
- 11) Cadre Restructuring of Postman/MTS- as like cadre restructuring of PA/SA cadres, there should be cadre restructuring in Postman/MTS Cadre and supervisory posts like Head Postman, Sorting Postman, Mail Overseer, Cash Overseer etc. should be created for promotional avenues to Postman/MTS.

- 
- 12) Request to settle all MACP related issues within the time frame.
    - i) Non implementation of MACP 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 or BCR/ACP Schemes vis-a-vis Para 6.2 of Annexure to OM on MACP date 18.09.2009
    - ii) Non-grant of MACP to Promoted Postman from MTS after completion of 10/20 years of service. In the MACP original order date 18.09.2009 it is clearly written that after completing 10, 20, 30 years of service the employees will get MACP I, II, III, and in their full service period they will get three promotions. It is also written that they will get next GP after completing 10 years of service. So Promoted Postman should be given MACP-II after completing 20 years of service it should be treated as third promotion. Therefore to get MACP-III it is not necessary to complete 30 years of service.
  - 13) Grant of cash handling allowance and Fix Cash limit to cash overseer, postman & provide Insurance for cash conveyance.
  - 14) Provide X-ray Scanning Machine in all delivery Post offices. (Parcel delivery hub)
  - 15) Computer Advance to Postman/MTS - In the dynamic phase of computerization in DOP, all the employees including Postman/MTS are expected to be computer literate. In this regard we demand to make available maximum funds for granting computer advance to Postman/MTS Staff.
  - 16) Timely Repairs of all Postal staff quarters on priority level.
  - 17) Permit Graduate Postman & MTS to appear for the IPO & AAPO examinations directly.
  - 18) The training period should be included counted for all purposes.
  - 19) As postmen recruitment Qualification increased to 10+2 - Grade Pay should be changed to Rs 2400/- (Level-IV)
  - 20) Removing the cap of eight chances for appearing examination for LGO (PA SA Posts) to 10.
  - 21) Considering the laborious work schedule of postman the working arrangement for five days a week will have to be considered so that as a human being we can live life by attending family and recreational affairs also physical rest.
  - 22) The Postman and MTS working on or after 01.01.2004, before that they worked for 20 to 30 years as GDS; and as per court orders they should be entitled for old pension scheme and therefore we demand that those postman MTS staff should be allowed for old pension scheme and their GPF Subscription should be recovered from (their pay at par with Temporary Status Casual Labor Directorate Order no 01-07/2016-SPB-I dated 22.07.2016) subsequent clarification dated 12th September, 2016.
    - i) Non-Payment of pension to Postmen and MTS recruited on or after 1.1.2004 from GDS employees and retired from service on superannuation but they are not getting their pension.
  - 23) Non- Payment of incentive to the speed post postmen who delivered the speed post Articles to the addressee as per departmental rule.
  - 24) Proper security guard may be engaged for ATM replacing the Departmental MTS & care taker as they have no arms in hand to protect the miscreants.

## Agitation Notice of NUPE Postmen & MTS Group C

**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/2018

Date : 05-11-2018

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 सर्किल) पोस्टमैन पदों पर नियुक्त कर्मचारी पांच महीने बाद बिना नोटिस हटाये गये हैं और Court Cases की गई है।

पर यह सब कब तक चलेगा? हमने इस विषय पर एक विशेष मीटिंग महाराष्ट्र और वेस्ट बंगाल सर्किल 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 और **21st AIC में एजीटेशन के लिए सर्व सम्मति से रिजोलेशन बनाया है**, और दिसंबर 2016 के बाद से आज तक दो साल में कोई भी पिरोडिकल मीटिंग या डिपार्टमेंटल कौंसिल मीटिंग नहीं हुई है, इसलिए हमें आखिर में संघर्ष पर उतरना पड़ा। हमने एजीटेशन नोटिस के साथ मांग पत्र भी डिपार्टमेंट सेक्रेटरी (P) को दिनांक 5-11-2018 रोजी दिया है। उनको दिये पत्र की प्रति साथ लगा रहा हूँ।

**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/2018

Date : 05-11-2018

डिवीजन सेक्रेटरी से निवेदन है कि नोटिस और धरना प्रोग्राम के नुसार आप डिवीजन लेवल पर धरना प्रदर्शन करके नोटिस और चार्टर आफ डिमांड की प्रति डिवीजन हेड को दे दिया जाये और सर्कल लेवल पर CPMG आफिस के सामने धरना प्रदर्शन करके CPMG को नोटिस और डिमांड की प्रति दिया जाये।

आप कृपया इस पर अध्ययन कर, 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,

विशेष सूचना : दिल्ली, हरियाणा, पंजाब, राजस्थान, उत्तर प्रदेश के सर्कल सचिव को निवेदन है कि डाक भवन के सामने होनेवाले धरना प्रदर्शन में वर्दी के साथ ज्यादा से ज्यादा संख्या में (पोस्टमैन और MTS) को शामिल होना है।

आपका



(टी.एन. रहाटे)

जनरल सेक्रेटरी

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**Postman and MTS issues Joint Notice by JCA  
and Charter of Demand**

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**Reply Received from the Secretary (P), Department of Posts and  
Other Directors**

No. 08-12/2017-SR-(Vol-II)

Government of India

Ministry of Communications

Department of Posts

(SR Section)

Dak Bhawan, New Delhi-110001

Dated 22nd November, 2018

To,

The General Secretary,

National Union of Postal Employees Postmen & MTS Gr. 'C',

Dalvi Sadan, Khurshid Square, Civil Lines,

P&T Colony, Delhi-110054

**APPEAL**

On behalf of Department of Posts, I hereby appeal to you to call off the proposed programme of action w.e.f. 27-11-2018 as no useful purpose is served by such Dharna/Agitations.

2. The issues submitted by the Federation are under active consideration of the Department. Moreover, at a time when the Department is going through a complete IT makeover such agitation will only allow to strength the hands of our competitors which agreeably is not in the overall interest of the Postal Department. The proposed programme of action may, therefore, be called off.



(R.S. Mawar)

ADG (SR & Legal)

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**Postman issues Joint Notice by General Secretaries of  
FNPO P-IV and NFPE P-IV CHQ Unions**

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**NFPE**

ALL INDIA POSTAL EMPLOYEES UNION POSTMEN AND MTS  
NEW DELHI-110001

**FNPO**

NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN & MTS IN  
GROUP 'C', NEW DELHI-110001

**No. P-IV/JCA-01/Agitation/2018**

**Dated 15 Nov 2018**

To

The Secretary  
Department of Posts  
Dak Bhawan  
New Delhi 110001


**NOTICE**

In accordance with the provision of sub section (1) of Section 22 of the industrial dispute act 1947, our Union hereby notify that all the members of AIPEU Postmen and MTS and NUPE Postmen & MTS Group 'C' will go on phase-wise agitational programme, culminating indefinite/definite strike in connection with our unsettled demands. The detail of the phase-wise programme is as under:-

- (1) **Wearing black badges for three days (27th Nov to 29th Nov 2018)**
- (2) **One day DHARNA in front of Divisional Offices on 14th Dec 2018**
- (3) **One day DHARNA in front of Circle Office on 02nd January 2019 (Wed)**
- (4) **One day DHARNA in front of DAK BHAVAN on 06th Feb 2019**

Finding no solution to our demands we will go on strike, the date of strike will be declared on 06th Feb 2019 at DHARNA STHAL. The Charter of demands is enclosed herewith.

Encl: as above

  
(Debabrata Mohanty)  
General Secretary  
AIPEU Postmen and MTS

  
(T. N. Rahate)  
General Secretary  
NUPE Postmen & MTS Gr-C

## CHARTER OF DEMANDS

1. Fill up of all vacant posts of postman and MTS (DPC and departmental Examination outsider quota should be conducted positively in the same calendar year)
2. Creation of additional 25,000 postman posts on the basis of expanding area, population and to meet the( New Parcel & COD business) new work load on I.P.P.B Ltd, C.S.I.
3. All Periodicals meetings should be conducted regularly ( Directorate to circle & division levels Departmental Council, Periodical, RCJCM, Four Monthly, Bi-Monthly and Monthly Union Meetings).
4. Additional time factor for door to door delivery of unaccountable articles in multistoried buildings including newly introduced technology for delivery work ( Request for Modification in Directorate Order DGPRT No-31-38/79 PE-I even dated 22.05.1979 is too old).

The Est -III should be collected scientifically as (a) number of houses/apartments to be visited during duty hours. (b) Number of letters to be delivered during duty hours (c) how many kilometer to be covered during duty hours in a day).

5. Stop outsourced postal agencies, immediate fill up of all vacant posts lying vacant since 2011. (Speed Post, Parcel, Regd. Letters with all Accountable Articles)
6. Proper security should be provided to cash overseer/postman at the time of carrying huge cash (Arm guard/Police escort).
7. Provision of insurance to the cash carrying employees up to maximum limit for safety and security. Provision of cash handling allowance to involved staff. (Overseer Cash, Head Postman, Postman).
8. Unilateral Introduction of CST (Computer Skilled Test) as an examination paper in LGO examination to be dropped. It should not be mandatory to the LGO applicants.
9. Settle all the MACP issues, within time frame on the basis of original order of MACP, related to postman and MTS.


### FOR EXAMPLE

- (i) Non implementation of MACP 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 or BCR/ACP Schemes vis-a-vis Para 6.2 of Annexure to OM on MACP, date 18.09.2009
- (ii) Non-grant of MACP to Promoted Postman from MTS after completion of 10/20 years of service. In the MACP original order date 18.09.2009 it is clearly written that after completing 10,20,30 years of service the employees will get MACP I,II,III, and in their full service period they will get three promotions. It is also written that they will get next GP after completing 10, years of service. So Promoted Postman should be given MACP-II after completing 20 years of service it should be



treated as third promotion. Therefore to get MACP-III it is not necessary to complete 30 years of service.

10. Implementation of cadre restructuring the cadre of postman and MTS as per previous cadre.
11. Proper security/scanning devise should be provided at the time of booking & amp; PARCELDELIVERY HUB of parcels and COD parcels to avoid fake and fraud booking. (To avoid undesirable consequences).
12. Computer advance should be provided to all postman and MTS without any restriction in basic pay.
13. Regular/timely maintenance work of Staff quarters and Post Office buildings should be carried out.
14. As the postman and MTS work related to physical hard work under the sun, rain and cold, five days in a week should be considered.
16. a) Old Pension should be restored to the postman and MTS, those who are promoted on / or after 01.01.2004 rendering twenty years of GDS service.  
b) Non-Payment of pension to Postmen and MTS recruited on or after 1.1.2004 from GDS employees and retired from service on superannuation but they are not getting their pension.
17. The Postman and Mail Guard should be given Rs 2400/-Grade Pay/7th CPC LEVEL-IV as per qualification enhanced from 10th standard to 12th standard.
18. Dress allowance should be increased from Rs 5,000/- Rupees (Five thousand to Rs 10,000/- (Rs Ten thousand) only.
19. Union must be taken into confidence before introducing any new business /scheme related to postmen and MTS.
20. Ensure 25% quota for promotion to MTS from Contingent / part time staff engaged up to 01.12.2010 instead of 01.09.1993.
21. Immediate Payment of speed Post incentive to speed Post delivery Postman.
22. Provision of Arm Guard should be made for security of ATM.
23. Training period of postman and MTS should be taken in account for service.
24. Postman and MTS should be allowed for I.P. examination as per eligible cum fitness.
25. Stop nodal system to separate deliver of Speed Post & amp; Parcel and same should be delivered through regular postman in respective delivery post offices. The nodal Centre and Hub should be in existence but the delivery should be effected through the respective delivery offices.

  
(Debabrata Mohanty)  
General Secretary  
AIPEU Postmen and MTS

  
(T. N. Rahate)  
General Secretary  
NUPE Postmen & MTS Gr-C

## Proposed Agitation of JCA

The JCA has been formed of AIPEU Postmen MTS and NUPE Postmen MTS Group 'C' and they are serving the notice of Agitation Programme w.e.f. 27, 28 and 29 November, 2018 wearing Black Badges. Then One Day Dharna on 14-12-2018 in front of all Circle Offices throughout Country. In last in front of Directorate Dharna Programme and serving of Notice of Indefinite Strike, prior to this the Charter of Demand will be given by JCA at all stages i.e. Division, Circle and Directorate on 6-2-2019 before start of Agitation Programme of wearing of Black Badges.

The Department of Posts is compelling us to go for agitation programme. The items included in Charter of Demands clearly proves this allegation; those demands are within the purview of Post Department.

Therefore let us prepare ourself for this Agitation programme and make it success for better future and to save the Department.

- T.N. Rahate

### आगामी संघर्ष कार्यक्रम

हमारे AIC में प्रस्ताव पारित हुआ है कि पोस्टमैन MTS स्टाफ की जायज मांगों के लिए संघर्ष किया जाये। खुशी की खबर है कि AIPEU पोस्टमैन MTS संगठन ने हमारे साथ मिलकर JCA की स्थापना कर संघर्ष का बिगुल बजाया है।

JCA संघर्ष कार्यक्रम के अनुसार ता. 14-12-2018 को सभी अधीक्षक डाकघर कार्यालयों में अधीक्षक को मांगपत्र तथा संघर्ष कार्यक्रम प्रस्तुत किया जायेगा।

दिनांक 27-11-2018 से दिनांक 29-11-2018 तक काले बिल्ले लगाकर हर शाम गेट मीटिंग होगी। दिनांक 02-01-2019 को देशभर के सभी सर्कल आफिस के सामने एक दिन का धरना कार्यक्रम होगा तथा उसी दिन अनिश्चित हड़ताल की नोटिस दी जायेगी।

आप सभी से अनुरोध है कि आप इस कार्यक्रम को सफल बनाये।

मांगपत्र का अध्ययन करने पर आप पायेंगे कि हमारी अधिकतर मांगें डाक विभाग ही पूरी कर सकता है और वे मांगें उनके अधिकार में है।

यह संघर्ष कार्यक्रम हम पर डाक विभाग की ओर से थोपा जा रहा है। इसलिए हमें इस कार्यक्रम को सफल बनाकर हमारी मांगों की पूर्ति कराकर एक तरह से डाक विभाग को बचाना है।

- टी.एन. रहाटे

**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/P'Man JCA/2019

Date : 08-01-2019

To,

All CHQ Office Bearers and  
Circle Secretaries of  
Delhi, Punjab, Haryana, UP and  
Rajasthan NU P-IV

Dear Brothers,

As per agitation programme of FNPO & NFPE Postmen & MTS Group C, JCA **all CHQ Office Bearers must attend Dharna Programme** at Directorate on **6th February, 2019** from 10 am to 17 pm.

The Circle Secretaries of **Delhi, Punjab, Haryana, UP and Rajasthan** will attend this Dharna alongwith **maximum number of our members wearing Uniform with Banners of Circle/Division.**

Other Circles if attending the Dharna Programme must intimate CHQ well in advance and number of participant and they will bear their own expenditure for attending this Delhi Dharna, please note.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and

S.G. FNPO

**U.N.I.**

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

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

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

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Ref. No.: NU/P-IV Agitation/P'man JCA/2019

Date : 08-01-2019

**FNPO & NFPE Postmen & MTS Group C, JCA**  
के चौथा और लास्ट प्रोग्राम दिनांक 6-2-2019 को डाक भवन, दिल्ली के सामने  
सुबह 10.00 बजे से शाम 5.00 बजे तक धरना प्रोग्राम

प्रति,

साथी, CHQ कार्यकारिणी सदस्य तथा  
सर्कल सेक्रेटरी, दिल्ली, हरियाणा,  
पंजाब, यू.पी. और राजस्थान NU P-IV

प्रिय साथी,

पोस्टमैन और एम.टी.एस. ग्रुप-सी, FNPO & NFPE P-IV JCA के कार्यक्रम के अनुसार दिनांक 6 फरवरी 2019 को डाक भवन दिल्ली के सामने सुबह 10.00 बजे से शाम पांच बजे तक डाक भवन, दिल्ली के सामने धरना आयोजित किया गया है। आप सभी कार्यकारिणी सदस्यों को इसमें भाग लेना अनिवार्य है।

सर्कल सेक्रेटरी, दिल्ली, हरियाणा, पंजाब, यू.पी. तथा राजस्थान में अपने ज्यादा से ज्यादा सभासद यूनिफार्म पहनकर तथा डिजीजन और सर्कल के बैनर और झंडों के साथ इस धरना में भाग लेंगे, ये CHQ का आदेश है।

यदि और भी कई सर्कल से इस धरना कार्यक्रम में आना चाहते हैं तो उनका स्वागत है, CHQ को एंडवास में आने के बारे में सूचित करना होगा।

धन्यवाद,

भवदीय



(टी.एन. रहाटे)

जनरल सेक्रेटरी और  
सेक्रेटरी जनरल FNPO

## Directorate Reply to Postman JCA 25 Points Charter of Demands

No. 08-03/2018-SR (Pt.)  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Section)

Dak Bhawan, New Delhi-110001  
Dated : 5th February, 2019

To

The General Secretaries,

1. All India Postal Employees Union Postmen & MTS
2. National Union of Postal Employees Postmen & MTS Gr. 'C'.

**Subject : Trade Union action call given by All India Postal Employees Union Postmen and MTS and National Union of Postal Employees Postmen & Multi Tasking Staff Group 'C' w.e.f. 27-11-2018.**

Sir,

I am directed to refer to your joint letter No. P-IV/JCA-01/Agitation/2018 dated 15-11-2018 and Letter No. NU/P-IV/Notice/Agitation/2018 dated 05-11-2018 on the above mentioned subject. The demands have been examined by the concerned Divisions and reply to all the item of demands showing the present status are enclosed herewith at Annexure 'A'.

2. As 25 points charter of demands submitted by you have been considered and settled by Department, it is requested that the proposed trade union actions called by you w.e.f. 06-02-2019 may be called off.
3. This issues with the approval of the competent authority.

Yours faithfully,



Encl: As Above

(Prabhu Das Xalxo)  
Director (SR & Legal)

**Annexure-A****25 points Charter of Demands submitted by All India Postal Employees Postman and MTS & National Union of Postal Employees Postmen & Multi Tasking Staff Group 'C' vide their joint letter dated 15-11-2018 and NUPE Postmen & MTS Group 'C' vide their letter dated 05-11-2018.**

<b>Item No.</b>	<b>Demands</b>	<b>Reply</b>
1.	To fill up all vacant posts of Postman & MTS (DPC and Departmental Examination outsider Quota should be conducted positively in the same calendar year).	<p>The Postman/Mail Guard and MTS examination (DR and Department) has already been scheduled during the current year. Circles have been requested to fill up all the vacant posts.</p> <p>The vacant posts are to be filled up as per the eligibility conditions prescribed in the Recruitment Rules in force at the time of occurrence of vacancies unless the Recruitment Rules are amended retrospectively. Multi Tasking Staff Recruitment Rules, 2018 and Postman and Mailguard Recruitment Rules, 2018 came into effect on 16-08-2018 and 20-09-2018 respectively.</p>
2.	Creation of additional 25000 postman posts on the basis of expanding area, population and to meet the new work load on IPPB Ltd., CSI.	Creation of additional posts of Postmen may be considered when such proposals are received from the Circles in accordance with latest guidelines of D/o Expenditure on creation of new posts. However, no such proposal for creation of additional post of Postman has been received in Establishment Division.
3.	All meetings should be conducted regularly (Departmental Council), Periodical, RCJCM, Four Monthly, Bi-Monthly and Monthly Union Meetings).	Due to the pendency of court cases filed in the Jodhpur High Court first by BPEA-Gr. 'C' Rajasthan Circle and second are by All India Association of Postmaster Cadre. Process for recognition of service associations/unions beyond 2015 has been stopped. Departmental Council meeting and periodical meeting can be provided after completion of recognition process to the recognized Associations/Unions. However, informal meetings are being provided to the representatives of Associations/Unions recognized in 2010 on their demands. In this regard, vide this office letter No. 02-02/2018-SR dated 27-11-2018, instructions have already been issued to all Heads of Circle to ensure regular holding of monthly, bi-monthly and four monthly meetings with representatives of service Federations/Associations at all levels.
4.	Additional time factor for door to door delivery of unaccountable articles in multistoried buildings including newly introduced technology for delivery work (Directorate order even dated 22-05-1979 is too old.	The order dated 31-38/79-PE-I dated 22-05-1979 contains provisions relating to the time factor for delivery of articles by Postmen. The demand of the JCM was examined earlier by a Committee headed by the then CGM (PLI). Further, as per the decision taken in the JCM (DC) Meeting held on 16-12-2014, the matter was referred, vide this office letter of even no. dated 03-02-2015 to the work study Division for re-examination.

5.	Stop outsourced postal agencies, immediate fill up of all vacant posts lying vacant since 2011. (Speed Post, Parcel, Regd. Letters with all Accountable Articles).	Agencies are outsourced by Circle in view of the requirement and strength of staff. Reply in respect to fill up of all vacant posts may be seen at Point 1.
6.	Proper security should be provided to cash overseer/postman at the time of carrying huge cash (Arm guard/Police escort).	It is submitted that the line limits and the aggregated amount of cash to be entrusted to delivery staff have been revised vide this Department's letter no. 24-3/2012-PO dated 01-10-2018 in view of raising demands of cash supply after emergence of India Post Payment Bank. However, these line limits are the maximum limits and can be curtailed by the Head of Circles on the basis of discussions with the local Police Authority depending upon the law and order situation of the particular place. The arrangement of armed squad, if required is to be done at Divisional level coordinating with the local police authority.
7.	Provision of insurance to the cash carrying employees up to maximum limit for safety and security. Provision of cash handling allowance to involved staff (Overseer Cash, Head Postman, Postman).	Cash handling and Treasury Allowance has been implemented vide Directorate's letter No. 06-01/2018-PAP dated 22-01-2019.
8.	Unilateral introduction of CST (Computer Skilled Test) as an examination paper in LGO examination to be dropped. It should not be mandatory to the LGO applicants.	All Heads of Postal Circles has already been directed that not to conduct the CST for the LGO Exam held on 09-12-2018 vide this office letter dated 18-01-2019.
9.	i) Non implementation of MACP DG Order No. 1-2/2008-PCC, dated 04-11-2013 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 or BCR/ACP Schemes vis-a-vis para 6.2 of Annexure to OM on MACP date 18-09-2009.	Information about implementation of OM No. 1-20/2008-PCC dated 04-11-2013 was ascertained from Circles in reference to the earlier references of the Associations/Unions in this regard. Haryana, Utrakhnad, Assam, N&E, Chattisgarh, Tamilnadu and MP Circles have confirmed implementation of the said order. However, information from remaining Circles is being ascertained.
	ii) Non-grant of MACP to promoted Postman from MTS after completion of 10/20 years of service. In the MACP original order date 18-09-2009. It is clearly written that after completing 10,20,30 years of service the employees will get MACP I, II, III, and in their full service period they will get three promotions. It is also written that they will get next GP after completing 10 years of service. So promoted Postman	As per MACP Scheme introduced w.e.f. 01-09-2008, a Govt. Servant who has completed 10/20/30 years of Service is eligible for financial upgradation for I/II/III MACP on completion of 10/20/30 years of continuous service respectively or on completion of 10 years of regular service in same Grade Pay, whichever is earlier and every financial upgradation including promotion will offset against these financial up-gradations.  Therefore 3rd MACPs cannot be given on completion of 20 years of regular service.

	should be given MACP-II after completing 20 years of service it should be treated as third promotion. Therefore to get MACP III it is not necessary to complete 30 years of service.	
10.	Implementation of cadre restructuring the cadre of postman and MTS as per previous cadre.	Keeping in view the nature of work of postman, a higher scale, which is equivalent to the Constable of Central Police Organizations, has been given to the Postman. Further, in the Postman cadre has neither feeder nor promotional cadres. Therefore, it is not possible to carry out Cadre Restructuring of the Postman Cadre. Multi Tasking Staff (MTS) is a common cadre in all Central Government Ministries/Departments. Therefore, the Cadre Restructuring Committee of Group 'C' employees had not considered it for Restructuring.
11.	Settle all the MACP issues, within time frame on the basis of original order of MACP, related to Postman and MTS.	MACP Scheme has been implemented in the Department in true spirit. However, if there is any information/Clarification on the policy is required/sought for by the Circles, the same is issued from time to time.
12.	Proper security/scanning device should be provided at the time of booking of parcels and COD parcels to avoid fake and fraud booking. (To avoid undesirable consequences).	It is to inform that Parcel Directorate has already issued instructions to all Circles for making necessary arrangements for ensuring security of Parcels by installing CCTV, access control etc. vide this office letter No. 03-05/2018-PD dated 12-12-2018.
13.	Computer advance should be provided to all postman and MTS without any restriction in basic pay.	As regards granting Computer advances to all Postman and MTS, Personal Computer advance of Rs. 50,000 or actual price of PC, whichever is lower is admissible to all government employees as per Ministry of Finance, Department of Expenditure OM No. 12(1)/E.II(A)/2016 dated 07-10-2016.
14.	Regular/timely maintenance work of staff quarters and post office buildings should be carried out.	The maintenance works of staff quarters and Post Office Buildings are being carried out by the concerned Postal Circles with consultation of Civil Wing as per requirement from time to time. Funds have been allotted to all Circles Rs. 15.5597 crores under scheme for Renovation and Rs. 90.1 crores under Non Scheme for maintenance in the current financial year 2018-19 upto 24-01-2019).
15.	As the postman and MTS work related to physical hard work under the sun, rain and cold, five days in a week should be considered.	Department of Posts is a service oriented Department which abides by many Universal Service Obligation (USOs). In this era where many private service organizations are looking for providing 24x7 hrs services, the idea of opening Post Office only 5 days in a week is irrelevant and will lead to public inconvenience and public complaints.
16.	Old pension should be restored to the Postman and MTS, those who are promoted on/or after 01.01.2004 rendering twenty years of GDS service.	The issue regarding restoration of old pension to the Postman and MTS who are promoted on/or after 01-1-2004 rendering twenty years of GDS service does not come under the purview of Deptt. of Posts, as it is the domain of Ministry of Finance.



17.	The Postman and Mail Guard should be given Rs. 2400/- Grade Pay as per qualification enhanced from 10th standard to 12th standard.	Revision in the Recruitment Rules has been made by way of amendment to incorporate changes due to implementation of Central Pay Commission Report, modification of orders/instructions on the subject, creation/abolition of posts etc. during the intervening period. Subsequently, Department of Posts (Postman and Mailguard) Recruitment Rules 2018 has been notified on 20-09-2018. Therefore, it is not feasible to make any further change in the matter.
18.	Dress Allowance should be increased from Rs. 5,000/- to Rs. 10,000/-	It is informed that in order to settle the issue, vide office order dated 14-12-2018, this Department has constituted a committee under the Chairmanship of Sh. V.P. Singh, CPMG, UP Circle with the advise to submit its recommendation/ records by 28-02-2019.
19.	The Est-III should be collected scientifically as (a) number of house/ apartments to be visited during duty hours. (b) Number of letters to be delivered during duty hours (c) how many kilometer to be covered during duty hours in a day).	The revised adhoc norms for Postmen Establishment were issued vide letter no. 9-1/2005-W.S.I./PE.I dated 05-02-2010 after due discussion with the Postal Unions representing Postmen. Further, in order to redress the justified demands of Postmen, a Postmen Committee was constituted and on its recommendations the revised adhoc norms for Postmen were further amended vide this office letter of even number dated 19-07-2012.
20.	Union must be taken into confidence before introducing any new business/ scheme related to postman and MTS.	As far as BD products are concerned, suggestions are obtained wherever required from Circles before the introduction of any new product/scheme.
21.	Ensure 25% quota for promotion to MTS from Contingent/part time staff engaged upto 01-12-2010 instead of 01-09-1993.	The policy on Casual Labourers is in line with the policy followed by Department of Personnel and Training, which is in the latest Recruitment Rules of MTs, 2018.
22.	Immediate payment of speed post, incentive to speed post delivery Postman.	Circles have been given instructions for timely payment of Speed Post Delivery incentive to the postmen and the matter needs to be followed up at the Circle level.
23.	Provision of Arm Guard should be made for security of ATM.	It is informed that the instructions have already been issued to Circles vide letter no. 25-1/2013-FS-CBS dated 04-08-2015 that Circles at their discretion may engage the additional security personnel to look after the ATMs.
24.	Training period of Postman and MTS should be taken in account for service.	Vide letter No. 7-10/2017-SPIN II dated 29-01-2019, instructions have been issued to all concerned in the matter.
25.	Postman and MTS should be allowed for I.P. Examination as per eligible cum fitness.	At present Postman/MTS are in level 3/1 whereas IP is in level 7. Further, due to the vast difference in nature of duties and the responsibilities between Postman/MTS and IP, it would be not be appropriate to include Postman/MTS in the feeder cadre for LDCE for IP.

**PJCA Strike Notice Served To The Secretary/Director General,  
Department of Posts for Two Days Strike on 8th and 9th January, 2019**

**POSTAL JOINT COUNCIL OF ACTION**  
NATIONAL FEDERATION OF POSTAL EMPLOYEES  
FEDERATION OF NATIONAL POSTAL ORGANIZATIONS  
ALL INDIA POSTAL EMPLOYEES UNION — GDS  
NATIONAL UNION — GDS

No.PF-12-c/2017

Dated: 12th December 2018

To

The Secretary/ Director General,  
Department of Posts,  
Dak Bhawan,  
New Delhi – 110001


**NOTICE**


Sir,


In accordance with the provisions of Sub Section (1) of section 22 of the Industrial Disputes Act, 1947, we hereby notify that all the Postal / RMS / Administrative & Postal Accounts Employees and the GDS Union of NFPE / FNPO will go on 2 Days Strike on 08 & 09th January 2019.

The Charter of Demands Is enclosed herewith

Yours Sincerely


  
(R.N. Parashar)  
Secretary General  
NFPE

  
(T.N. Rahate)  
Secretary General  
FNPO

  
(R.N. Parashar)  
General Secretary  
AIPEU Gr. 'C'

Sivaji Vasireddy  
General Secretary  
NAPE Gr. 'C'

Sd/-  
(D.B. Mohanty)  
General Secretary  
AIPEU Postman MTS, Gr. 'D'

  
(T.N. Rahate)  
General Secretary  
NUPE Postmen & Group-D

Sd/-  
(Giriraj Singh)  
General Secretary, R-III

  
(N.K. Tygai)  
General Secretary NU R-III

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P. Suresh  
General Secretary  
AIRMS & MMS PU MG/MTS Gr. 'C'

Prithviraj Bavikar  
General Secretary NU R-IV

S.L.V. Subbu  
General Secretary  
Admin Union

Rakesh Bhatia  
General Secretary  
Admin

S.B Yadav  
General Secretary  
AIPAEA (Postal Account)

.....

Virendra Tiwary  
General Secretary  
AIPSBCOEA

.....

P Pandu Ranga Rao  
General Secretary  
AIPEU-GDS (NFPE)

P.U. Muraleedharan  
General Secretary  
NUGD

.....

K. Sivadasan  
General Secretary  
NUPCWHGE, FNPO

## **PART-A**

### **CHARTER OF DEMANDS**

1. Implement all positive recommendations of Sri Kamlesh Chandra Committee report and grant Civil servant Status to GDS.
2. Fill up all Vacant Posts in all cadres of Deptt of Post i.e P.A/S.A, Postmen, Mail Guard , Mailmen, MMS, MTS, GDS, Postal Acctts, P.A Admn Offices, P.A SBCO & Civil Wing etc within a time frame and separate identity of all cadres.
3. Settle all the problems arisen out of implementation of C.S.I & R.I.C.T.
4. Withdraw NPS and Guarantee minimum pension 50% of last pay drawn.

5. Membership verification of G.D.S and declaration of result of regular employees membership verification conducted in 2015.
6. Implementation of orders of payment of revised wages and arrears to the casual, Part time, Contingent employees & daily rated mazdoors as per 6th and 7th CPC and Regularize Services of casual Labourers.
7. Implement Cadre Restructuring for left out categories i.e RMS, MMS, Postman/MTS, PACO, PASBCO, Postal Acctts, Postmaster Cadre and Civil Wing etc.
8. Stop Privatization, Corporatization and out sourcing in Postal Services.
9. Scrap Bench Mark in MACP .
10. Implement 5 days week in Postal and RMS
11. Enhancement of higher pay scales to those categories whose minimum qualification has been enhanced e.g Postmen, Mail guard.
12. Grant of pension to the promoted GDS based on Supreme Court Judgement in SLP No (C) 13042/2014
13. Withdraw orders of enhancement of cash conveyance limit without security.
14. Implement all High Court and Supreme Court decisions in C/W MACP, RTP and others.
15. Cash less treatment under CGHS and allotment of adequate fund under head MR & T.A
16. Retention of Civil wing in the Deptt of Post.
17. Holding of Deptt Council Meetings and periodical meetings at all levels.
18. Stop Trade Union victimisation and in the name of unscientific targets.
19. Provide 40 percent SCF quota promotion in AAO cadre and amend RR incorporating the modifications demanded by AIPAEA.
20. Status of audit to SBCO
21. Restore Special Allowance to PO & RMS Accountants and OSA to RMS/MMS Staff.
22. All NSH and I.C. Speed Post Hubs should be under the administrative control of RMS and All L-2 Mail Offices should be identified as I.C. Speed Post Hubs and as Parcel Hubs.
23. Permission to all Staff of Circle Office, Postmaster Cadre, SBCO, Postal Accounts and RMS/MMS Staff to appear in Departmental Examination for promotion to PSS Group-B.

1. Urgent measures for containing price rise through universalization of public distribution system and banning speculative trade in commodity Market.
2. Containing unemployment through concrete measures for employment generation.
3. Strict enforcement of all basic labour laws without any exception or exemption and stringent punitive measures for violation of labour laws.
4. Universal social security cover for all workers.
5. Minimum wage of not less than 18000/- per month with provisions of indexation (for unskilled worker).
6. Assured enhanced pension not less than 3000 P.M. for the entire working population (including unorganized sector workers).
7. Stoppage of disinvestment in Central/State public sector undertakings
8. Stoppage of Contractorisation in permanent /perennial work and payment of same wage and benefits for contract workers as that of regular workers for the same and similar work.
9. Removal of all ceiling on payment and eligibility of bonus, provident fund and increase in quantum of gratuity
10. Compulsory registration of trade unions within a period of 45 days from the date of submission application and immediate ratification of ILO conventions C-87 & C-98.
11. No FDI in Railways, Defense and other strategic sectors.
12. No unilateral amendment to labour laws.

**POSTAL JOINT COUNCIL OF ACTION  
NATIONAL FEDERATION OF POSTAL EMPLOYEES FEDERATION OF  
NATIONAL POSTAL ORGANIZATIONS  
ALL INDIA POSTAL EMPLOYEES UNION - GDS  
NATIONAL UNION - GDS**

**Circular No. PJCA/2/2018**

**Dated - 16.11.2018**

**Circular**

Comrade,

A meeting of Postal J.C.A consisting of NFPE, FNPO, AIPEU GDS and NUGDS was held at NFPE office, North Avenue, New Delhi on 15-11-2018. All General Secretaries of NFPE, FNPO and GDS Unions participated in the meetings.

The meeting was presided over by Com. T.N. Rahate, Secretary General FNPO. A threadbare discussion took place on the prevalent situation in Dept. of Post. Dept. is moving ahead on the path of corporatization which will lead to privatization of services in future. IPPB is the burning example of this. After MNOP, PNOP has been brought and separate Parcel Directorate has been setup. The Minister communication is announcing to setup a separate company for PLI & RPLI.

There is acute shortage of staff in each cadre. Cadre Restructuring for left out categories is not being finalized. The result of regular membership verification conducted in 2015 has not been declared yet. The entire process of GDS membership verification was cancelled arbitrarily.

High Court & Supreme Court decisions in respect of MACP, RTP and others matters are not being implemented.

Positive recommendations of Sri Kamlesh Chandra Committee are not being implemented.

Every day new services are being introduced without developing proper infrastructure and without providing adequate manpower and training to the staff. Deptl. Council meetings and periodical meetings are also not being held since long. More and more victimization of trade union leaders has become the order of the day.

So therefore taking a serious note of all the above mentioned facts, PJCA has decided unanimously to conduct 2 days strike on 8 & 9 January - 2019 for which vigorous campaign will be launched. All leaders of NFPE & FNPO will carry on the campaign programme which will be declared shortly.



**T.N. Rahate**

Secretary General

FNPO



**R.N. Parashar**

Secretary General

NFPE

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**Congratulations for Cent-Percent Strike of  
8th and 9th January, 2019**

To,

All CHQ Office Bearers and

All Circle Secretaries

All Division Secretaries

And All Members of

FNPO and NUPE Postmen & MTS Group C

Dear Brothers,

I on my own behalf and on behalf of National Union of Postmen & MTS, Group 'C', CHQ and also on behalf of FNPO congratulate all of you for your 90% to 95% and for some big Circles 100% participation of this two days Strike alongwith entire labour class of our Country.

Friends, we are sure that **Government will think it over twice** before taking any decision in regard of **anti-labour policy in future.**

Once again we salute you all for unity and determination.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and

S.G. FNPO

कामयाब हड़ताल के लिए  
हार्दिक अभिनंदन और आभार

प्रति,

CHQ आफिस बेरर,  
सभी सर्कल सचिव,  
सभी डिवीजन सचिव,  
सभी FNPO/NUPE Postmen & MTS Group C,  
सभासद भाइयों एवं बहनों

मित्रो,

मैं अपनी व्यक्तिगत तौर पर तथा **FNPO और NUPE P-IV** की ओर से आप सभी का दो दिन की कामयाब हड़ताल के लिए **हार्दिक अभिनंदन करता हूँ एवं आभार व्यक्त करता हूँ।**

इस हड़ताल के बाद सरकार को सोचना पड़ेगा कि कामगार विरोधी नीतियों को किस प्रकार बदला जाये।

यदि हालात में सुधार नहीं होता तो हमें **अनिश्चितकालिन हड़ताल** के विषय में गंभीरता से विचार करना पड़ेगा।

फिर एक बार आप सभी साथियों का हार्दिक अभिनंदन और आभार।

धन्यवाद,

भवदीय



(टी.एन. रहाटे)

जनरल सेक्रेटरी और

सेक्रेटरी जनरल FNPO



**NFPE and FNPO PJCA Two Day Strike  
on 8th and 9th January, 2019  
make cent percent**

We all are participating in Agitation Programme given by Postman & MTS, Group C Union, JCA - Accordingly, the programme of wearing black badges for three days during 27th to 29th November, 2018 was a grand success.

Now in second phase we have staged Dharna on Divisional Level on 14-12-2018 very successfully for which we offer congratulation to all of you.

In third phase Circle Level Dharna will be held all over Country in front of all Circle Offices on 02-01-2019 and we are sure that this will be held by all of us.

In fourth Stage we will hold massive Dharna in front of Directorate on 06-02-2019 in which all our members of **AIPEU P-IV** and **NUPE P-IV** of Delhi Circle and adjoining Delhi i.e. Haryana, Punjab U.P., Rajasthan Circle will participate in that Dharna.

Dear Friends/Sathis, NFPE and FNPO PJCA Two Day Strike on 8th and 9th January 2019, this is the need of hour to give caution to the Department that by way of **two days total Strike for settlement** of our legitimate needy demands.

Also the Government has to think over regarding the policy to save the Government Department in advance Technology and private sector competition to avoid the disaster like MTNL and to protect Postal Department by providing required manpower.

- T.N. Rahate

**एन.फ़ी.पी.ई. और एफ.एन.पी.ओ. PJCA  
द्वारा दो दिवसीय 8-9 जनवरी 2019 की सांकेतिक हड़ताल  
कामयाबी की ओर**

मित्रो पोस्टमैन एंड एम.टी.एस. ग्रुप-C यूनियन JCA द्वारा दिये गये एजीटेशन प्रोग्राम को आप सभी ने हर स्तर पर जो कामयाबी दिलाई है उसके लिए CHQ आपका हार्दिक अभिनंदन करता है तथा आभार प्रगट करता है।

प्रथम स्तर पर आपने तीन दिवसीय 27, 28, 29 नवंबर 2018 ब्लैक बेजेस प्रोग्राम को संपन्न किया।

दिनांक 14-12-2018 का एक दिवसीय डिवीजनल स्तर पर धरना आयोजित कर अपने संगठन के प्रति निष्ठा का परिचय दिया। अब दिनांक 2 जनवरी 2019 को देश भर के सभी सर्कल दफ्तरों के सामने एक दिवसीय धरना प्रोग्राम को आप सफल बनायेंगे इसमें कोई दो राय नहीं है।

दिनांक 6 फरवरी, 2019 को डाक भवन के सामने पोस्टमैन एंड एम.टी.एस. ग्रुप C यूनियन JCA द्वारा एक दिवसीय सामूहिक धरना कार्यक्रम आयोजित किया गया है। इस धरना कार्यक्रम में **दिल्ली सर्कल** तथा नजदिकी **हरियाणा, पंजाब, उत्तर प्रदेश, राजस्थान सर्कल** से बहुसंख्या में सभासद भाग लेंगे और अपनी एकता एवं संगठन के प्रति निष्ठा का परिचय देंगे।

साथियो, एन.एफ.पी.ई. और एफ.एन.पी.ओ. यह दो फेड्रेशन ने PJCA बनार दो दिन हड़ताल पर जाने का तय किया है। इस समय हमें इस दो दिवसीय की हड़ताल को शत-प्रतिशत कामयाब करना होगा, सरकार तथा विभाग को समाप्त करने की जो नीति अपनाई गयी है उसे रोकना होगा। **डाक तार विभाग से तार विभाग** अलग कर उसे समाप्त की ओर ले जाया गया है। **MTNL की हालत आप देख रहे हैं।** अब बचा हुआ डाक विभाग भी कर्मचारी भर्ती न कर डाक विभाग के बारे में कौन सी नीति अपनायी जा रही है उस पर विचार करना होगा और डाक विभाग को बचाने में हमारी भूमिका है। कर्मचारी दो काम लो, डाक विभाग बचाओ यह भारत की एक ऐताहासिक धरोहर है।

- टी.एन. रहाटे

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**Secretary (P), Shri A.N. Nandaji Appeal  
To Two Day Strike on 8th and 9th January, 2019**

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**ए.एन. नन्द  
सचिव  
A.N. Nanda**

Secretary  
फोन/Tel.: (+91-11) 2309 6060  
फैक्स/Fax : (+91-11) 2309 6007  
ई-मेल/E-mail : secretary-posts@indiapost.gov.in



डाक विभाग  
संचार मंत्रालय  
भारत सरकार  
डाक भवन, संसद मार्ग  
नई दिल्ली-110001  
Department of Posts  
Ministry of Communications  
Government of India  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

No. 08-08/2018-SR

Dated 4<sup>th</sup> January, 2019

**APPEAL**

Department of Posts is privileged to deliver mail, parcel, money orders, banking, insurance, retail services and payment towards social welfare scheme, MNREGA etc. with speed and reliability in every nook and corner of the Country.

2. As you are aware, with the rise of digital communications like Whatsapp and e-mail, we are left with almost negligible personal mails to deliver. The progressive use of payment through accounts, money orders have also declined. At this stage, we are reorganizing ourselves so as to meet this challenge. Further, the Department is going through a phase of positive transformation and several critical Information Technology projects such as CSI, FSI, IPPB, DARPAN etc. are under way to ensure maximum benefit not only to our esteemed customers but also utmost convenience to our employees.


3. At such a critical juncture the proposed two-days strike called by Postal Joint Council of Action consisting of NFPE & FNPO including their GDS unions will result in loss of goodwill of the Department and its employees among our

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customers. Moreover, the proposed strike will help the competitor of the Department to attain more business, which will entail revenue loss to the Department when the Department of Posts has already incurred a deficit of Rs. 12413.61 crore during 2017-18. Due to the hard work and passion of the members of our postal family including GDS, I am very much optimistic that the Department is going to perform much better this year.

3. Some of you have already gone on strike more than once in the last one year. Due to these Strikes, we had to face the wrath of our esteemed customers. You will agree that the disruption of postal service is harmful for all of us and it not only tarnishes our image but gives our competitors an opportunity to call us redundant.

4. The Department of Posts has always worked in the interest of its employees. We will continue to do our best to examine all the justifiable demands and take appropriate action for the benefit of our postal family. I would, therefore, appeal you to withdraw the notice of proposed two days' strike on 8th and 9th January, 2019.

  
(A.N. Nanda)

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**Directorate Reply to PJCA to Two Day Strike of 8th and 9th January, 2019  
And Charter of Demand**

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No. 08-08/2018-SR  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Section)

Dak Bhawan, New Delhi  
Dated : 04th January, 2019

To

1. Secretary General, NFPE
2. Secretary General, FNPO
3. General Secretary, AIPEU Gr. 'C'
4. General Secretary, NAPE Gr. 'C'
5. General Secretary, AIPEU Postman, MTS, Group 'D'
6. General Secretary, NUPE Postmen & Gr. 'D'
7. General Secretary, R-III
8. General Secretary, NU R-III
9. General Secretary, AIRMS & MMS PU, MG/MTS Gr. 'C'
10. General Secretary, NU R-IV
11. General Secretary, AIPAOEU, Gr. 'C' & 'D'
12. General Secretary, AIPAOA, Gr. 'C' and MTS
13. General Secretary, AIPAEA (Postal Account)
14. General Secretary AIPSBCOEA
15. General Secretary, NUPCWNGE
16. General Secretary, AIPEU-GDS
17. General Secretary, NU GDS

**Subject : Two Days Strike from 8th to 9th January, 2019 call given by all affiliated Unions of NFPE & FNPO and AIPEU-GDS and NU GDS in support of their demands.**

Sir,

Please find enclosed herewith a copy of Appeal from Secretary (Posts) for calling off the proposed two days nationwide strike from 8th to 9th January, 2019.

Encl: As Above

Yours faithfully,



(R.S. Mawar)  
ADG (SR & Legal)

No. 08-08/2018-SR  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Section)

Dak Bhawan, New Delhi  
Dated : 04th January, 2019

To

1. Secretary General, NFPE
2. Secretary General, FNPO
3. General Secretary, AIPEU Gr. 'C'
4. General Secretary, NAPE Gr. 'C'
5. General Secretary, AIPEU Postman, MTS, Group 'D'
6. General Secretary, NUPE Postmen & Gr. 'D'
7. General Secretary, R-III
8. General Secretary, NU R-III
9. General Secretary, AIRMS & MMS PU, MG/MTS Gr. 'C'
10. General Secretary, NU R-IV
11. General Secretary, AIPAOEU, Gr. 'C' & 'D'
12. General Secretary, AIPAOA, Gr. 'C' and MTS
13. General Secretary, AIPAEA (Postal Account)
14. General Secretary AIPSBCOEA
15. General Secretary, NUPCWNGE
16. General Secretary, AIPEU-GDS
17. General Secretary, NU GDS

**Subject : Two Days Strike from 8th to 9th January, 2019 call given by all affiliated Unions of NFPE & FNPO and AIPEU-GDS and NU GDS in support of their 23 points charter of demands.**


Sir,

I am directed to refer to your joint letter No. PF-12-C/2017 dated 12.12.2018 on the above mentioned subject. The demands have been examined by the concerned Divisions and replies to all the item of demands showing the present status are enclosed herewith at Annexure 'A'.

2. This issues with the approval of competent authority.

Yours faithfully,

Encl: As Above

  
(R.S. Mawar)  
ADG (SR & Legal)

Copy to : All Heads of Postal Circles.

**23 Points Charter of Demands submitted by  
Postal Joint Council of Action vide their letter dated 12-12-2018**

Item No.	Demands	Reply
1.	Implement all positive recommendations of Sri. Kamlesh Chandra Committee report and grant Civil servant Status to GDS.	<p>Approved recommendations of the Kamlesh Chandra Committee have been implemented vide Orders dated 25-06-2018, 27-06-2018, 17-10-2018, 30-10-2018 and 14-12-2018.</p> <p>The Gramin Dak Sevaks work for a minimum of four hours and maximum five hours in a day. This work is part time in nature, as it is imperative for every GDS to have alternate means of livelihood. The Supreme Court has observed in his judgment dated 22-04-1977 in case titled UOI V/s P.K. Rajamma that the GDSs are holders of a civil post but outside the regular employees. Moreover, in a recent common order dated 17-11-2016 of Hon'ble CAT Pr. Bench Delhi in Oas no. 749/2015,3540/2015 &amp; 613/2015, the Hon'ble CAT rejected the claim of GDS for parity with regular civil servant. This issue is also subjudice in Delhi High Court.</p>
2.	Fill up all Vacant Posts in all cadres of Dept. of Post i.e., P.A/S.A, Postmen, Mail Guard, Mailmen, MMS, MTS, GDS, Postal Accts, P.A Admn. Offices, P.A SBCO & Civil Wing etc. within a time frame and separate identity of all cadres.	<p>(1) The Postman/Mail Guard and MTS examination (DR &amp; Departmental) has already been scheduled during the current year. Circles have been requested to fill up all the vacant posts.</p> <p>(2) The recruitment process of PA and SA is done by Staff Selection Commission (SSC) through a Centralized Examination. Recruitment process of 5205 posts of Postal Assistant/Sorting Assistant for the year 2015 has been completed. Recruitment of 3295 posts of Postal Assistant/Sorting Assistant for the year 2016 is under process. 2359 vacancy of PA/SA for the year 2017 has been intimated to SSC.</p> <p>(3) Online GDS engagement process has been started for filling up of vacant GDS posts. In the 1st Cycle of GDS online engagement process, 21284 GDS vacancies were notified: out of which result for 20835 vacancies have been declared and 6604 selected candidates have joined in GDS posts.</p> <p>(4) Post JE, AE and Clerk have been filled up. The vacancies of Stenographer are sending to Staff Selection Commission. After receipt of the same it will be acted upon in due course of time.</p>
3.	Settle all the problems arising out of implementation of C.S.I & R.I.C.T.	<p>CSI:-</p> <p>1. CSI Solution has been implemented in 495 out of 511 Divisions.</p> <p>2. In the early phase of implementation a number of problems were reported related to system stability, data flow, etc. These issues were arising either due to application issue or local infrastructure issues like available bandwidth or knowledge gap.</p>

		<p>3. Now, the ERP implementation has been stabilized and application related issues have been fixed.</p> <p>4. Bandwidth has also been increased to optimum level at the field offices.</p> <p>5. Workshop/VCs are being conducted for all circles by CEPT to address the knowledge gap related issues.</p> <p>6. Ninety-five percent of the entire postal system is transacting on CSI System.</p> <p>RICT/DARPAN:-</p> <p>1. As on 31st of December, 2018 the no. of BOs rolled out with DARPAN solutions across all Circles is 1,29,030.</p> <p>2. While CBS applications has been rolled out in all 1,29,030 BOs PLI Application has been rolled out in more than 90,000 BOs and CSI application has been rolled out in more than 200 Divisions.</p> <p>3. DARPAN solution is functioning properly and effectively in BOs across the Country. For the month of November 2018 more than 73 lakh CBS transactions took place on DARPAN devices and more than 2.53 lakh PLI/RPLI Premium collections took place through the devices. With the ongoing rollout of DARPAN CSI, BOs are also able to book Registered/ Speed Posts/Money Orders on the devices.</p> <p>4. There are no issues as regards the efficacy of the three applications i.e. CBS, PLI and CSI are concerned.</p> <p>5. Local issues relating to the hardware and connectivity are taken care of by 105 Service Centre across the Country. BOs/ Divisions can raise tickets through CSI helpdesk which are attended by the respective vendors. This support system will be available for the next five years.</p> <p>6. Due to non-availability of connectivity/poor connectivity in some remote rural areas there are issues relating to transactions not taking place inside the Branch Post Offices.</p> <p>7. The problem has been solved to a great extent by on boarding three more network service providers i.e. BSNL, Idea, Vodafone in addition to the existing Airtel.</p> <p>8. Circles have also been advised to install small size portable Antenna in such BOs where connectivity is not reported to be available inside the offices or having poor connectivity is available inside the offices and confirmed by the Circles as such.</p>
4.	Withdraw NPS and Guarantee minimum pension 50% of last pay drawn.	The demand for withdrawal of NPS (Contributory Pension Scheme) is outside purview of this Department. As per Govt. decision, Govt. servant appointed on or after 1-1-2004 are covered under NPS.

5.	Membership verification of G.D.S and declaration of result of regular employees' membership verification conducted in 2015.	There are two Court case filed in the Jodhpur High Court first by BPEA-Group (C) Rajasthan Circle and Second is by All India Association of Postmaster Cadre. Therefore, process for recognitions of Association has been stopped till the outcome of the Court cases.
6.	Implementation of orders of payment of revised wages and arrears to the casual, Part time, Contingent employees & Daily rated mazdoors as per 6th & 7th CPC and Regularize Services of casual Labourers.	<p>The rate of remuneration for the part time contingent paid casual labourers has already been revised following the implementation of the recommendations of the 6th and 7th CPC vide DG Posts communication No. 2-53/2007-PCC dated 22-1-2015 and 7-10-2016 dated 31-3-2017 respectively.</p> <p>Regularization of Casual Labourers are done as per the policy guidelines of DOP&amp;T.</p>
7.	Implement Cadre Restructuring for left out categories i.e., RMS, MMS, Postman/MTS, PACO, PASBCO, Postal Accts., Postmaster Cadre and Civil Wing etc.	<p>The Cadre Restructuring proposal of RMS, SBCO and CO/RO is currently under examination in consultation with D/o Expenditure. M/o Finance. The concerned file was resent to the D/o Expenditure on 13-12-2018. Further, this is informed that a committee has been constituted to examine the issues relating to the Postmasters Cadre including Cadre Restructuring. Last meeting of the Committee was held on 20-12-2018. Cadre Restructuring of Postman/MTS is not under examination at present.</p> <p>Cadre Restructuring Committee has been formed for Civil Wing. The action will be taken after the recommendation of the committee is received.</p>
8.	Stop Privatization, Corporatization and out sourcing in Postal Services.	<p>BD &amp; M Directorate issued instructions in past to outsource certain kind of activities/services which could not be managed with the available manpower/resources. These were new kind of activities, for which there is no provision of manpower/less manpower due to increase workload, but they have good impact on the revenue generation. Therefore, in order to continue the business growth, without adversely impact the existing staff arrangements, BD &amp; M Directorate issued instructions to outsource certain kind of activities like pre-mailing, pick-up etc.</p> <p>In the express industry, collection from the customer's premises is a norm as it provides convenience to the customer. Speed Post OSA Scheme was introduced in the year 1998 to extend the collection facility from customer's premises and increase booking points as the infrastructure and resources for Speed Post collection is not adequate to meet the customer requirements. Further to strengthen this Outsourced Postal Agent Scheme was also introduced in 2016. OPA are to be engaged for three activities - pick-up, booking and delivery.</p> <p>Circles are required to make an assessment for the requirement of OPA and OPAs are to be engaged for delivery where additional work, in addition to sanctioned strength of postmen, is justified.</p>



9.	Scrap Bench Mark in MACP.	The prescribed benchmark for MACP is the sole criteria on which MACP is granted. Whenever doubts arise in matters relating to implementing of MACPs due to benchmark, the same are sorted out in consultation with the nodal ministry. Several clarifications have been issued from time to time in the past.
10.	Implement 5 days week in Postal and RMS.	Department of Posts is a service oriented Department which abides by many Universal Service Obligation (USOs). In this era where many private services organizations are looking for providing 24x7 hrs service, the idea of opening Post Offices only 5 days in a week is irrelevant and will lead to public inconvenience and public complaints.
11.	Enhancement of higher payscales to those categories whose minimum qualification has been enhanced e.g., Postmen, Mail guard.	Payscales of Postmen, Mailguards etc. have been prescribed as per the guidelines of DOP&T. They are not linked to educational qualification but are with reference to the job profile. Therefore, the request cannot be acceded to.
12.	Grant of pension to the promoted GDS based on Supreme Court Judgement in SLP No. (C) 13042/2014.	SLP is still pending in the Supreme Court for decision.
13.	Withdraw orders of enhancement of cash conveyance limit without security.	The line limits of Post Offices have been raised as per the rising financial requirements after emergence of India Post Payment Bank (IPPB) and also to reduce public grievances related to withdrawal in respect of Saving Bank Schemes. Further, as far as security aspect is concerned, it is clearly mentioned that the prevailing law and order situation would be taken into account before actual implementation on ground. These limits are the maximum limits which can be reduced by the Head of the Circles where the law and order situation is challenging like naxal affected areas etc.
14.	Implement all High Court and Supreme Court decisions in C/W MACP, RTP and others.	It appears that the Association wants MACPS by ignoring promotion earned through promotions. In this context, it is informed that Financial upgradation under MACP Scheme on the basis of Hon'ble Supreme Court's judgement dated 16-8-2016 in SLP 4848/2016 (UOI Vs. D. Sivakumar) was allowed in the case of applicant only. Further Hon'ble Supreme Court has kept the question of law open. Therefore, there is no question of any binding precedent laid down by the Supreme Court in the above case and the similar case can be argued. Hence, the benefit of the judgement cannot be given other than the applicants.
15.	Cash less facility treatment under CGHS and allotment of adequate fund under head MR & T. A	The issue of cashless treatment facility for serving central govt. employees under CGHS as applicable in case of CGHS pensioners, demanded by Unions needs to be taken up with Nodal Ministry, i.e. Ministry of Health & Family Welfare for which a detailed proposal is required.
16.	Retention of Civil wing is the Dept. of Post.	The issue is being taken with the Secretary, DOT.

17.	Holding of Dept. Council Meetings and periodical meetings at all level.	Due to the pendency of Court cases as referred in Item No. 5 above. Process for recognition of service association/unions beyond 2015 has been stopped. Departmental Council meeting and periodical meeting can be provided after completion of recognition process to the recognized Association/Unions. However, informal meetings are being provided to the representative of Association/Union recognized in 2010 on their demands.
18.	Stop Trade Union victimization and in the name of unscientific targets.	Reports are being called from the Circles.
19.	Provide 40 percent SCF quota promotion in AAO cadre and amend RR incorporating the modifications demanded by AIPAEA.	The process of LDCE 2018 has been completed for recruitment to the post of AAO. The merit list as well as allocation list already been made vide order dated 01-10-2018. A few court cases have also been filed on the same subject and the matter is subjudice.
20.	Status of audit to SBCO.	PJCA has not submitted this item in detail.
21.	Restore Special Allowance to PO & RMS Accountants and OSA to RMS/MMS Staff.	The matter of payment of Out Station Allowance (OSA) to RMS Staff is being examined.  Matters regarding grant of Special Allowance to PO & RMS Accountants in Department of Posts was taken up with the Ministry of Finance and they have not agreed to the request of this Department in this regard. Decision in this regard was circulated vide letter no. 6-7/2017-PAP (pt.) dated 27-04-2018.
22.	All NSH and I.C. Speed Post Hubs should be under the administrative control of RMS and All L-2 Mail Offices should be identified as I.C. Speed Post Hubs and as Parcel Hubs.	NSHs being a mail processing hub for Speed Post are ideally being kept under the administrative control of RMS Divisions considering the nature of work. However, sometimes these hubs need to be placed under the administrative control of Postal Division on account of unavailability of RMS Division in the area (Eg. Imphal NSH under Manipur Postal Division) and other local factors. Hence, it may not be feasible to place all the NSHs under RMS considering the unique local factor faced by the Circles.  Intra Circle Hubs (ICH) for the Speed Post were created after a thorough study under the Mail Network Optimization Project (MNOP). Subsequently, many new ICH were created additionally in the Circles, to address the issues related to back-routing of mail. Besides, the review of the network of Speed Post is a ongoing process and the proposal for grant of additional NSH/ICH in the Circle is reviewed by the Circle considering the mail volume, connectivity, delivery advantage etc. Hence, it may not be feasible to convert all the L-2 Offices into the Intra Circle Hubs.
23.	Permission to all staff of Circle Offices, Postmaster Cadre, SBCO Postal Accounts and RMS/MMS Staff to appear in Departmental Examination for promotion to PSS Group - B.	The revision of Recruitment Rules for PS Group B is under process.

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**Directorate Reply to 23 Points Charter of Demand Submitted by  
RMS, JCA, R-III & R-IV Affiliated Unions of NFPE and FNPO**

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No. 08-07/2018-SR  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Section)

Dak Bhawan, New Delhi  
Dated : 04th January, 2019

To

The General Secretaries,

1. All India RMS & MMS Employees Union  
Mail Guard & Multi Tasking Staff Group 'C'
2. All India RMS & MMS Employees Union Gr. 'C'
3. National Union of RMS & MMS Employees Gr. 'C',
4. National Union of RMS & MMS Employees  
Mail Guard and Multi Tasking Employees

**Subject : 23 points charter of demands submitted by RMS JCA R-III & R-IV affiliated unions of  
NFPE & FNPO - reg.**

Sir,

I am directed to refer to your letters No. RMS/AGTN/2018 dated 12.12.2018 on the above mentioned subject. The demands have been examined by the concerned Divisions and replies to all the item of demands showing the present status are enclosed herewith at Annexure 'A'.

2. This issues with the approval of competent authority.

Encl: As Above

Yours faithfully,



(R.S. Mawar)

ADG (SR & Legal)

Copy to : All Heads of Postal Circles.

**23 Points Charter of Demands submitted by RMS JCA R-III & R-IV Unions  
affiliated to NFPE & FNPO vide their letter dated 12-12-2018**

Item No.	Demands	Reply
1.	Consider the suggestion submitted by the staff side on 27-06-2018 in connection with implementation of PNOP, and take immediate changes and remedial actions to avoid back routing, accumulation of bags in parcel Hubs. Provide adequate space and other infrastructures in all hubs. More L1 and L2 hubs required in all circles to avoid delay in parcel movements.	Routing under PNOP has been done as per the inputs received from Department's consultant and multiple interactions with Circles. Ideal layout plans according to mail handling capacity have already been circulated to Circles. For setting up of more L1 & L2 hubs, proposals are invited from all the Circles which shall be reviewed for due course of action.
2.	Stop the move for merger/closer of mail offices stating decreased volume of mails after implementation of PNOP, Karnataka Circle administration proposed merger of Madikerl and Mandya Sorting with Mysore RMS immediately after PNOP implementation.	No order have been issued for closure of mail offices after implementation of PNOP.
3.	Non-Payment of outstation allowance and Special Allowance to PO & RMS.	Special Allowance to PO & RMS Accountant is not agreed to by D/o Expenditure. The Overtime allowance (except for operational staff) is abolished in the 7th CPC by DOPT. Matter regarding Out Station Allowance is under examination.
4.	Discrimination to RMS/MMS Employees in Cadre-Restructuring.	Proposal of Cadre Restructuring of Group 'C' employees of RMS is under active consultation with the Department of Expenditure, Ministry of Finance.
5.	Settle the problems due to the implementation of CSI in RMS and MMS Division. Working atmosphere is badly affected due to slowness in network. Inadequate Bandwidth, non-availability of server connectivity. Our staff are compelled to work even in excel format due to the above issues.	It is informed that there is no work being done in excel format as RMS offices. The stabilization of IPV5 has been done and the system availability is being further improved by CSI in coordination with CEPT/DMCC teams. The same was presented in detail in the CSI PIC meeting on 6th December, 2018, along with system response time.
6.	Revision of overtime allowance.	The overtime allowance except for operational staff is abolished in the 7th CPC by DOPT vide OM No A-2701610312017-Estt. (AL) dated 19.06.2018. The same has been circulated to all concerned.
7.	Filling up the posts in all categories of RMS & MMS.	(i) <b>For filling up the vacant posts of Postman/Mail Guard and MTS (DR &amp; Departmental)</b> the Circles have already been requested vide letter dated 13.04.2018 to conduct examination of said posts in the month of August/September, 2018. The LGO exam has also been scheduled & Circles have also been requested for conducting the aforesaid examinations as per time schedule.

		<p>(ii) Around 7000 DR SA/PA candidates have been recommended for appointment over the last two years and their dossiers have already been allocated to various Circles.</p> <p>(iii) <b>For filling up the post of Manager (MMS).</b> At present 04 pots of Manager (MMS) are lying vacant. After approval of Reservation Roster by Liaison Officer, fresh proposal will be submitted to UPSC for filling up of these 4 posts.</p> <p>(iv) <b>With regards to filling up of other posts of all cadres in MMS</b> the information about sanctioned post and physical strength available in MMS units will be obtained and Circles will be addressed for filling up of the vacant posts.</p>
8.	Repair and Maintenance of RMS & MMS Buildings.	<p>(i) <b>Maintenance of RMS &amp; MMS</b> building will be carried out after consultation with concerned Railway authorities.</p> <p>(ii) For renovation of dilapidated building funds are being released to Circles.</p> <p>(iii) As part of the MNOP, funds are allocated to the Circles for upgradation of the NSH, ICH, BNPL, BPC, Regd. L1, L2 and Unregd. L1 L2 from time to time.</p>
9.	Replace the condemned vehicles in MMS. Introduce more MMS schedules for conveyance of parcels.	<p>Replacement of the condemned MMS Operative vehicles in MMS is under the purview of Heads of Circles.</p> <p>Regarding introducing more MMS Schedules, operational decisions will be taken at the Circle level as and when required.</p>
10.	Provide good quality computers, scanners, printers, UPS and generators in all RMS and MMS Offices.	<p>As part of the MNOP, funds are allocated to the Circles to meet the infrastructural requirements of the NSH, ICH, BNPL, BPC, Reg. L1, L2 and Unregd. L1 L2. The infrastructural upgradation includes purchase of computers, scanners, printers, UPS and generators in all RMS &amp; MMS Offices.</p>
11.	Regularise all part time casual Labourers, contingents and DRM.	<p>Regularization &amp; granting paid off including national holidays to Casual Labourers etc. are to be done as per DOPT guidelines. Any relaxation in guidelines will require approval of DOPT. After 1993, appointment of casual labour is irregular. RRs for the post of MTS have been notified on 16/8/2018. Any amendment in this requires consultation/approval of DOPT.</p> <p><b>Reg. conversion of Part Time Contingent posts and present incumbent as GDS posts it is stated that</b> Establishment Division will examine this proposal.</p>
12.	Stop Outsourcing and Contractorization of RMS and MMS Functions.	<p>Outsourcing contractual employees are generally engaged in RMS &amp; MMS by various filed units when there is a shortage of regular staff so that he regular work does not suffer.</p>
13.	Withdraw NPS and guarantee 50% of last pay drawn as minimum pension.	<p>The demand for withdrawal of NPS (Contributory Pension Scheme) is outside the purview of this Department.</p>
14.	Stop harassment and victimization for contributory negligence and trade Union victimization.	<p>In this regard, it is stated that on receipts of the complaint from individuals/Associations they are forwarded to concerned Circles with the request to examine the same and send a report in the matter to the Directorate.</p>
15.	Withdraw Bench Mark for granting MACP.	<p>The prescribed benchmark for MACP is the sole criteria on which MACP is granted. Whenever doubts arise in matters relating to implementing of MACPs due to benchmark, the same are sorted out in consultation with the nodal Ministry.</p>

		Several clarifications have been are issued from time to time in the past.
16.	Provide 40 seats RMS compartments in all sections.	To cope up with the shortage of space being provided by the Railways, dedicated road transport network was started in the 12th FYP. This is expected to take care of the transmission of parcels including speed post. More than 40 short haul routes have been started so far in the Circles and it is expected that long haul routes shall be started by the end of this FY.
17.	Drop the proposal of shifting of Headquarter of RMS 'SH' Dn. from Saharanpur to Ghaziabad.	It is informed that the decision to shift the divisional headquarter of RMS 'SH' Division has been taken with a view to provide better postal services to the People. There would be no adverse effect on the postal services rendered to public of Saharanpur.
18.	Grant Dress Allowance @ Rs. 10,000/- per year to MG/MTS/MMS staff as per the recommendations of 7th CPC.	A comprehensive proposal is being prepared by calling for prices of items from the market, thereafter same will be submitted by D/o Expenditure for their consideration.
19.	Providing adequate man power to all RMS/MMS units.	The proposal for increasing posts/staff strength will be examined after conducting work study.
20.	Supply adequate good quality Canvas Bags. Providing uniform size bags for handling business mails in RMS Offices.	As per the decentralization of policy of the Department regarding procurement of postal material, bags are procured by the Circles through PSDs. For procurement of good quality uniform size of bags, all CPMG will be advised accordingly.
21.	Grant 3 MACP to the officials who get promotion after appearing competitive examinations.	As per DOP&T guidelines, there financial upgradations are granted on completion of 10, 20 and 30 years of service or 10 years of service in a grade whichever falls earlier. Therefore, MACP cannot be given by ignoring promotion, which accrues to an official by virtue of him/her having appeared in LDCE.
22.	All NSH and I.C. Speed Post Hubs should be under the administrative control of RMS and All L-2 Mail Offices should be identified as I.C. Speed Post Hubs and as Parcel Hubs.	NSHs being a mail processing hub for Speed Post are ideally being kept under the administrative control of RMS Divisions considering the nature of work. However, sometimes these hubs need to be placed under the administrative control of Postal Division on account of unavailability of RMS Division in the area (Eg. Imphal NSH under Manipur Postal Division) and other local factors. Hence, it may not be feasible to place all the NSHs under RMS considering the unique local factor faced by the Circles.  Intra Circle Hubs (ICH) for the Speed Post were created after a thorough study under the Mail Network Optimization Project (MNOP). Subsequently, many new ICH were created additionally in the Circles, to address the issues related to back-routing of mail. Besides, the review of the network of Speed Post is a ongoing process and the proposal for grant of additional NSH/ICH in the Circle is reviewed by the Circle considering the mail volume, connectivity, delivery advantage, etc. Hence, it may not be feasible to convert all the L-2 offices into the Intra Circle Hubs.
23.	RMS/MMS staff should be allowed to appear in Departmental Examination for promotion to PSS Group 'B'.	The revision of Recruitment Rules for PS Group B is under process.

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# Directorate Orders

## Grant of Special Increment for participating in Sports Events and Tournaments

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F. No. 13-04/2017-PAP  
Government of India  
Ministry of Communications  
Department of Posts  
(Establishment Division)



Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated: 07th February, 2019

To

1. All Chief Postmasters General/Postmasters General
2. Chief General Manager, BD Directorate/Parcel Directorate/PLI Directorate
3. Director RAKNPA/GM CEPT/Directors of all PTCs,
4. Addl. Director General, Army Postal Service, R.K. Puram, New Delhi
5. All General Managers (Finance)/DAP/DDAP

Sub : Grant of special Increment in the form of personal pay to Central Government Employee for participating in Sports events and tournaments of National/International importance in the 7th CPC Scenario - Case of Shri Avinash Srivastava - Umpire.

This Directorate had received a communication from General Manager (Finance), Postal Accounts Office, Lucknow in respect of grant of Special increment in the form of Personal Pay to the Government Employees for participation in Sports events and tournaments of National/International importance in the 7th CPC Scenario.

2. In this regard, the advice of the Nodal Ministry was sought for on the following:

i) Whether any official is entitled for any enhancement of the increments in the light of Para No. B(I)(i) 'e' to 'g' of DoP&T OM No. 14034/01/2013-Estt. (D) dated 03.10.2013.

ii) Also whether the DoP&T OM No. 6/1/2017-Estt (Pay) dated 11th June 2018 will be made applicable in the case of Shri Avinash Srivastava - Umpire.

3. The Nodal Ministry has advised that:

a) Para 2 of the DoP&T's OM No. 6/1/2013-Estt (Pay-I) dated 19.09.2013 interalia states that the personal pay will be related to the Grade Pay corresponding to the post against which the employee

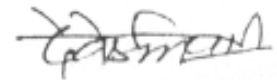
concerned had initially earned or will earn the personal pay. From the words “had initially earned or will earn” it may be understood that the intention of the OM dated 19.09.2013 was not only to revise the rates of the then existing rate of personal pay for those who will earn it after 01.09.2013, but also for the employee concerned who had already earned it prior to 01.09.2013.

(b) Further, it is stated that the subject of DoP&T’s OM 6/1/2017-Estt. (Pay-I) dated 11.06.2018 states as under “Grant of special increment in the form of personal pay to Central Government Servants for participation in sporting events and tournaments of National or International importance, in the 7th CPC Scenario.” From the subject itself it may be inferred that it is for Central Government Servants and it does not distinguish between players, umpires, referees, coaches etc.

c) In view of the position at 3(a) and 3(b), it is clarified that DoP&T’s OMs dated 19.09.2013 and 11.06.2018 are applicable in the instant case and they may examine the instant case accordingly.

4. Taking into account the advice of the Nodal Ministry in this regard, action may kindly be taken in similar cases only on the basis of the above advice and in any case of deviation from the above, the advice of the Directorate may be sought for.

5. This issues with the approval of competent authority.



(D.K. Tripathi)

Assistant Director General (Estt.)

Copy to:

1. PPS to Secretary (Posts)/PS to Director General Postal Services.
2. Addl. DG (Co-ordination)/Member (P)/Member (O)/
3. Member (PLI)/Member (Banking)/Member (Tech)/Member (Plg. & HRD)
4. AS & FA
5. Sr. DDG (Vig) & CVO/Sr. DDG (PAF)/Director General P&T (Audit)
6. Secretary, Postal Services Board
7. Chief Engineer (Civil) Postal Directorate
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## **Bunching of Pay in the revised Pay Scales based on 7th CPC**

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No. 1-6/2016-IC/E-III A  
Govt. of India  
Ministry of Finance  
Department of Expenditure

North Block, New Delhi  
Dated the 07th February, 2019

### **Office Memorandum**

**Subject : Bunching of stages of pay in the pre-7th CPC pay scales consequent upon fixation of pay in the revised pay scales based on 7th CPC - Regarding**

The undersigned is directed to invite attention to this Departments OM No. 1-6/2016-IC dated 3rd August, 2017, explaining in detail the methodology for applying the principle of “bunching” consequent upon pay fixation in the revised pay scales (applicable Levels of the Pay Matrix) effective from 1.1.2016 based on implementation of the recommendations of the 7th Pay Commission.

2. Notwithstanding the fact that the said OM dated 3.8.2017 has elaborately explained the issue of bunching in the context of the revised pay scales based on 7th Central Pay Commission, references are being received in this Ministry seeking clarification as to the methodology to carry out the principle of bunching. It is seen that some of the clarifications received seem to arise out of the position on bunching as obtaining during the pay structure in vogue based on 6th Pay Commission before 1.1.2016 vis-a-vis the position explained in terms of this Ministry’s aforesaid OM dt. 3.8.2017 in the context of pay structure currently in vogue from 1.1.2016 based on the recommendations of the 7th Pay Commission.

3. Therefore, the matter has been considered keeping in view the clarifications sought and the issue is clarified heretofore. At the very outset, bunching as a sequel to pay fixation based on the formula for such pay fixation on the date of effect of revised pay scales based on the recommendations of the 7th Pay Commission, is to be considered strictly as per the recommendations of the 7th Pay Commission, as illustrated in para 5.1.37 of its report. The principle of bunching as recommended by the 7th Pay Commission, as accepted by the Government in terms of the erstwhile Implementation Cell’s OM dt. 7.9.2016 and 3.8.2017, is different from the principle recommended by the 6th Pay Commission and as accepted by the Government based thereon. Therefore, the principle of bunching in the revised pay structure based on the recommendations of the 7th Pay Commission is independent of the principle followed earlier and has no link thereto.

4. The 6th Central Pay Commission in para 2.2.21 of its Report recommended - “To alleviate the problem of bunching in these cases, the Commission has allowed the benefit of one extra increment wherever two or more stages in any of the pre-revised pay scales were getting bunched together at one level in the revised pay bands... The Commission has prepared a detailed fixation chart which gives the fitment in the revised running pay bands in every stage.” However, in the fitment charts prepared by the 6th Pay Commission, the Commission illustrated the bunching meant by it. The examples from the fitment tables prepared by the 6th Pay Commission are given in **Annexure I**.

5. The same principle of bunching was adopted in terms of the fitment table prescribed by the Ministry of Finance, Department of Expenditure, as per the OM No.1-1/2008-IC dated 30.8.2008. The examples of which are given in **Annexure II**.

6. The 7th Pay Commission has dealt with the issue of bunching in para 5.1.36 and 5.1.37, which are reproduced below.

“5.1.36 Although the rationalisation has been done with utmost care to ensure minimum bunching at most levels however, if situation does arise whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

5.1.37 for instance, if two persons drawing pay of Rs. 53,000 and Rs. 54,590 in the GP 10000 are to be fitted in the new pay matrix, the person drawing pay of Rs. 53,000 on multiplication by a factor of 2.57 will expect a pay corresponding to Rs. 1,36,210 and the person drawing pay of Rs. 54,590 on multiplication by a factor of 2.57 will expect a pay corresponding to Rs. 1,40,296. Revised pay of both should ideally be fixed in the first cell of level 15 in the pay of Rs. 1,44,200 but to avoid bunching the person drawing pay of Rs. 54,590 will get fixed in second cell of level 15 in the pay of Rs. 1,48,500.”

7. Accordingly, the essence of the recommendations of the 7th Pay Commission is contained in the above illustration given by the 7th Pay Commission. As per this illustration, the pay of Rs. 53,000 and Rs. 54,590 were the pay applicable in PB-4 plus Grade Pay of Rs. 10,000 as applicable prior to 1.1.2016, which corresponds to Level-14 of the Pay Matrix applicable from 1.1.2016. The pay of Rs. 54,590 was 3% more than the pay of Rs. 53,000. That is, these two Pays were separated by a difference of 3% of Rs. 53,000. Thus, the pay of Rs. 54,590 was the stage next to the pay of Rs. 53,000. Considering that the 7th Pay Commission allowed the benefit of bunching at the level of the pay of Rs. 54,590 itself, it materially departed from the principle followed at the time of 6th Pay Commission because in the 6th Pay Commission regime the benefit was allowed at the 3rd consecutive stage and not at the 2nd stage itself (next stage) for the purpose of bunching.

8. Furthermore, in the illustration given in para 5.1.37 of its report, the 7th Pay Commission has not mentioned about the pay in respect of pre-revised pay of Rs. 56,230, which is 3% more than the pay of Rs. 54,590. The revised pay fixed in the Level 14 with reference to the pre-revised pay of Rs. 56,230 will be Rs. 1,48,500. This will be the same as the pay to be given with reference to the pre-revised pay of Rs. 54,590 after allowing bunching. However, the 7th Pay Commission did not recommend any additional benefit in such cases, as it did not include in its illustration for any benefit in case of the further stages of pre-revised pay, consequent upon bunching at the lower stage.

9. In view of the above, the benefit of bunching consequent upon fixation of pay in the revised pay structure effective from 1.1.2016 based on the recommendation of the 7th Pay Commission is to be considered in the light of the above and the clarifications already issued in terms of the aforesaid letter dated 3.8.2017. Accordingly:

- (i) Where consequent upon fixation of pay in terms of Rule 7(1) (A)(i) of the CCS (RP) Rules, 2016, two different pay drawn in the pay structure obtaining immediately before

1.1.2016, which were separated by one another by 3% of the previous stage, are fixed at the same cell of the applicable Level of the Pay Matrix effective from 1.1.2016, then the benefit of bunching by way of one additional increment as on 1.1.2016 shall be admissible in respect of the pay which is more than 3% of the previous pay, as per the illustration given by the 7th Pay Commission in para 5.1.37, as mentioned above. This is further illustrated as below:

6th CPC Pay Scale : PB-4 (37,400-67,000)  
+ Grade Pay Rs. 8,700/-

7th CPC Pay Scale - Level-13  
(1,23,100-2,15,900)

6th CPC Pay Structure (PB-4 and GP of Rs. 8,700)	Pay Fixation in 7th CPC Pay Matrix (Level-13)			
	Pay	Consolidation based on 2.57 multiple	Pay fixed as on 1.1.2016	Pay after bunching
	46,100	Rs. 1,18,477	Rs. 1,23,100/-	Rs. 1,23,100/-
	47,490 (46,100 + 3%)	Rs. 1,22,049	Rs. 1,23,100/-	Rs. 1,26,800/-

- (ii) In view of the position explained in para 8 above and the specific recommendation of the 7th Pay Commission as per its illustration given in para 5.1.37 of its report, no further action is to be taken after the benefit of bunching as a result of application of Rule 7(1)(A)(i), as indicated above. This is as illustrated below:

6th CPC Pay Structure (PB-4 and GP of Rs. 8,700)	Pay Fixation in 7th CPC Pay Matrix (Level-13)				
	Pay	Consolidation based on 2.57 multiple	Pay fixed as on 1.1.2016	Pay after bunching as on 1.1.2016	Remarks
	46,100	Rs. 1,18,477	Rs. 1,23,100/-	Rs. 1,23,100/-	
	47,490 (46,100 + 3%)	Rs. 1,22,049	Rs. 1,23,100/-	Rs. 1,26,800/-	Pay raised because of bunching.
	48,920 (47,490 + 3%)	Rs. 1,25,724	Rs. 1,26,800	Rs. 1,26,800	<b>No change.</b>

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10. In the light of the above, the points of clarification as referred to this Ministry are explained in the **Annexure III**.

11. These orders are issued after consultation with the Comptroller and Auditor General of India in their application to the employees belonging to the Indian Audit and Accounts Department.

12. Hindi version of these orders is attached.



(Amar Nath Singh)  
Director

To

1. All Ministries/Departments - As per standard list.
2. DoPT (Pay / AIS Divisions), North Block, New Delhi.
3. Comptroller and Auditor General of India, DDU Marg, New Delhi.
4. Union Public Service Commission, Dholpur House, New Delhi.
5. Controller General of Accounts, Mahalekha Bhawan, I.N.A., New Delhi.
6. NIC, D/o Expenditure, Ministry of Finance, North Block, New Delhi with a request to upload the OM on the website of the Department.

**The examples taken from the Fitment Chart prepared by the 6th Pay Commission**

**Example 1 :**

Then existing scale = 8,000-275-13,500

6th CPC Scale PB-3 (15,600 - 39,100)

+ Grade Pay = Rs. 5,400/-

Stages in pre-2006 scale		Pay Fixation without bunching			Pay fixed as per firment chart of 6th CPC	Remarks
		Pay in Pay Band (1.74 Factor)	Grade Pay			
1st	8,000	15,600	5,400	21,000	21,000	This illustration in the fitment table given by the 6th CPC brings out that if 3 consecutive stages of pay in the pay scale obtaining prior to 1.1.2006 are bunched based on the formula for fixation of pay, then the benefit of bunching was to be given at the 3rd stage, i.e. at the pre-revised pay of Rs. 8,550.
2nd	8,275	15,600	5,400	21,000	21,000	
3rd	8,550	15,600	5,400	21,000	21,390	

**Example 2 :**

Then existing scale = 14,300-450-22,400

6th CPC Scale PB-4 (39,200-67,000)

+ Grade Pay = Rs. 9,000/-

Stages in pre-2006 scale		Pay Fixation without bunching			Pay fixed as per firment chart of 6th CPC	Remarks
		Pay in Pay Band (1.74 Factor)	Grade Pay			
1st	14,300	39,200	9,000	48,200	48,200	Same as in above example
2nd	14,750	39,200	9,000	48,200	48,200	
3rd	15,200	39,200	9,000	48,200	49,180	

**Annexure II****The examples taken from the Fitment Table as per MoF, DoE OM dt. 30.8.2008****Example 1 :**

Then existing scale = 8,000-275-13,500

6th CPC Scale PB-3 (15,600 - 39,100)

+ Grade Pay = Rs. 5,400/-

Stages in pre-2006 scale		Pay Fixation without bunching			Pay fixed as per firment chart of 6th CPC	Remarks
		Pay in Pay Band (1.86 Factor)	Grade Pay			
1st	8,000	15,600	5,400	21,000	21,000	No bunching has been allowed at the 2nd stage, even though 1st and 2nd stage are fixed at the same pay.
2nd	8,275	15,600	5,400	21,000	21,000	
3rd	8,550	15,910	5,400	21,310	21,310	

**Example 2 :**

Then existing scale = 14,300-18,300

6th CPC Scale PB-4 (37,400-67,000)

+ Grade Pay = Rs. 8,700/-

Stages in pre-2006 scale		Pay Fixation without bunching			Pay fixed as per firment chart of 6th CPC	Remarks
		Pay in Pay Band (1.86 Factor)	Grade Pay			
1st	14,300	37,400	8,700	46,100	46,100	It brings out that if 3 consecutive stages of pay in the pay scale obtaining prior to 1.1.2006 are bunched based on the formula for fixation of pay then the benefit of bunching was to be given at the 3rd stage, as per the recommendation of 6th CPC.
2nd	14,700	37,400	8,700	46,100	46,100	
3rd	15,100	37,400	8,700	46,100	47,230	

**Points of doubt raised and clarifications thereon**

<b>Sl. No.</b>	<b>Point of doubt</b>	<b>Clarification</b>
1.	Whether one increment of 3% constitute one stage or a difference of 3% among the pay of two officers constitute two stages.	As explained in this Ministry's earlier OM dated 3.8.2017, the stages of every pay scale were well defined in the pay structure under 5th CPC regime and the stages were not well defined in the 6th CPC structure. Since there were no defined stages in the 6th CPC structure and as pay in the running Pay Band in the 6th CPC structure could be of any amount in the multiple of Rs. 10, as specific to an employee, it has been very clearly brought out therein, drawing upon the illustration given by the 7th Pay Commission in Para 5.1.37 of its Report, that a difference of at least 3%, the rate of annual increment in the 6th CPC structure, was essential for counting of two stages. Therefore, for the purpose of considering bunching, two Pays drawn in a Pay Band with a particular Grade Pay, which are separated by 3% of the lower pay, are to be taken into account, as explained in the illustration given in para 9(i) of this order.
2.	Whether the pay at Cell 1 of any level may be taken as first stage.	Bunching is to be considered with reference to the consecutive stages of pay drawn in the pay structure obtaining prior to 1.1.2016, as explained in these orders, and as such a reference to Cell 1, which is in the revised pay structure, is not relevant.
3.	Whether all pay stages lower than the entry pay in the 6th CPC pay structure are not to be taken into account for the purpose of bunching	This point has been amply clarified in the aforesaid OM dated 3.8.2017. As mentioned in para 8(iv) thereof, all pay stages lower than the Entry Pay in the 6th CPC pay structure as indicated in the Pay matrix contained in 7th CPC Report are not to be taken into account for determining the extent of bunching.
4.	Whether benefit of bunching should be given only where previous and current pay stages of the officers (specific to each employee) are getting bunched and placed at the same Level in the 7th CPC matrix	The position clarified in these orders covers this point. As explained in the illustration, the pre-revised pay of Rs. 46,100 and Rs. 47,490 are considered two stages of pay, as these are separated by 3% and these could be drawn by any two officers.

	without any comparison to any other officer's pay as per para 5 and 8(iii) of this Department's OM dated 3.8.2017 which stiputes that a difference of 3% to be reckoned for determination of consecutive pay stages, specific to each employee.	
5.	Whether benefit of bunching is to be given to a senior officer with reference to the pay of his junior officer who is drawing less pay with the difference of 3% to the senior officer and now his pay got fixed in the same Level as that of the senior officer.	The issue of bunching is not a matter of pay drawn by a Senior Officer vis-a-vis a Junior Officer. As explained in these orders, bunching happens as in the illustration given in these orders and as such this is not related to the issue of seniority.
6.	Whether the benefit of bunching is also required to be given to a senior officer where his junior's pay has got fixed in the same Cell as that of the seniordue to the benefit of bunching of pay given to the junior.	
7.	Whether the benefit of bunching may be extended on account of bunching of two stages of pre-revised pay of a Government servant alone.	It is not clear how two stages drawn by a single Government servant are relevant for pay fixation on 1.1.2016, as only the pay drawn on 31.12.2015 is to be taken into account for pay fixation on 1.1.2016.
8.	Whether the benefit of bunching may be extended only on direct pay fixation where the pay of two officers in the pre-revised pay with a difference of 3% get fixed at the same stage in the revised pay structure (7th CPC) or also on further bunching with next higher pay stage due to grant of additional increment to an officer for bunching on initial/direct pay fixation.	As explained in the illustration contained in para 9(ii) of these orders, no such benefit is admissible in such cases.



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## Clarification of Notional Monetary Benefit to the Postmen/Mail Guards w.e.f. 01-01-1996 to 10-10-1997

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No. 2-1/2007-PCC (Vol. I)  
Government of India  
Ministry of Communications  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Date : 31.01.2019

To

1. All Chief Postmasters General/Postmasters General
2. Director, RAKNPA/GM, CEPT/Directors of all PTCs
3. Addl. Director General, Army Postal Service, R.K. Puram, New Delhi
4. All General Managers (Finance)/Directors Postal Accounts/DDAP

Sub : Notional Monetary Benefit to the Postmen/Mail Guards w.e.f. 01.01.1996 to 10.10.1997 in the revised pay scale of Rs. 3050-4590.

The order for notional monetary benefit to Postmen/Mail Guards w.e.f. 01.01.1996 to 10.10.1997 in the revised pay scale of Rs. 3050-4590 consequent upon the implementation of order of Hon'ble Supreme Court dated 07.05.2015 in Civil Appeal No. 2010/2009 was issued vide DG Posts OM No. 2-1/2007-PCC dated 23.05.2018. In this context, some Circles have made references to this office for issuing clarification on point of doubts arising out of the said OM. The point of doubts and position thereof are clarified hereunder:-

S/No.	Points of Doubts	Status
1	Whether arrears of wages/salaries w.e.f. 10.10.1997 to till date, if eligible is to be drawn and paid or not. (Tamilnadu Circle)	The DG Posts' OM dated 23.05.2018 has inter alia mentioned that Postmen/Mail Guards will not be entitled for arrears of wages/salaries for the interregnum period i.e. from 01.01.1996 to 10.10.1997. However, they have not been barred from arrears of wages/salaries for the rest period; in the Hon'ble Court's judgment as well as DoP's order dated 23.05.2018.
2	If it is only notional fixation of pay w.e.f. 1.1.1996 in the revised scale of pay Rs. 3050-4590, the date of effect of the revised pay benefit to the eligible postman/mailguard may kindly be intimated (Tamilnadu Circle)	The pay is to be fixed w.e.f. 01.01.1996 in the pay scale Rs. 3050-4590. Notional monetary benefit will be given for the period from 01.01.1996 to 10.10.1997, however arrears will not be given.

3	Whether arrears, if admissible have to be disbursed after pre-check by Audit in r/o retired officials (Tamilnadu Circle)	May be done as per existing provisions. In this connection Directorate Letter No. 4-3/2017-Pension dated 23.05.2017 may please be referred to in which it is already mentioned that all payments to retired officials will be processed by the concerned Director of Accounts (Postal).
4	The implementation of pay scale had already been effected w.e.f. 10.10.1997. But in the court order, it is noted as 10.10.1997 instead of 9.10.1997. Hence, the point of "no arrears" has been drawn for the period 1.1.1996 to 10.10.1997 has to be corrected as 1.1.1996 to 9.10.1997. (Tamilnadu Circle)	The period which is to be considered is from 01.01.1996 to 09.10.1997 as Postmen/Mail guards were already drawing pay scale Rs. 3050-4590 w.e.f. 10.10.1997.
5	As stipulated in the OM dated 23.05.2018 that these Postman/Mail guards will not be entitled for arrears of wages/salaries for the interregnum period i.e. 01.01.1996 to 10.10.1997. Whether the beneficiaries of the OM are entitled for arrears from 11.10.1997 (Kerala Circle)	As per point no. (1) above.

2. Further, it is informed that this Directorate is frequently receiving references from individuals as well as service unions/associations complaining about non implementation of the order of ibid OM dated 23.05.2018 in most of the Circles. Circles are again requested to implement the said order and arrange to send compliance report.

Hindi version will follow.



(S.B. Vyavahare)

Asstt. Director General (GDS/PCC)

Tel : 01-23096629

E-Mail ID : adggds@indiapost.gov.in

Copy to:-

1. Sr. PPS to Secretary (Posts)/Sr. PPS to Director General Postal Services
2. PPS/PS to Addl. DG (Co-ordination)/Member (Banking)/Member (O)/Member (P)/Member (Planning & HRD)/Member (PLI)/Member (Tech)
3. Additional Secretary & Financial Adviser
4. Sr. Deputy Director General (Vigilance) & CVO/Sr. Deputy Director General (PAF)
5. Director General P&T (Audit), Civil Lines, New Delhi
6. Secretary, Postal Services Board/All Deputy Directors General
7. All Sections of Postal Directorate
8. All recognized Federations/Unions/Associations
9. GM, CEPT for uploading the order on the India Post web site
10. Guard File
11. Spare copies

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**Directorate Order Regarding Notional Monetary Benefit  
to the Postmen/Mail Guards w.e.f. 01-01-1996 to 10-10-1997**

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DEPARTMENT OF POSTS, INDIA

No. 2-1/2007-PCC  
Government of India  
Ministry of Communications  
Department of Posts  
(Pay Commission Cell)



Dak Bhawan, Sansad Marg,  
New Delhi-110 001  
Dated, the 23.05.2018

**OFFICE MEMORANDUM**

**Sub: Notional Monetary Benefit to the Postmen/Mail Guards w.e.f. 01-01-1996 to 10-10-1997 in the revised pay scale of Rs. 3050-4590/-. Consequent upon implementation of Orders of Hon'ble Supreme Court dated 7-5-2015 in Civil Appeal No. 2010/2009 filed by All India Postal Employees Union.**

A kind attention invited to the Directorate Memo No. 23-8/97/PE-1 (PCC) dated 03 July, 1998 by which pay scales of Postmen and Mail Guard have been revised from pay scale Rs. 2750-70-3800-75-4400 to Rs 3050-75-3950-80-4590 w.e.f. 10-10-1997.

2. All India Postal Employees Union filed SLP No. 6394/2007 before Hon'ble Supreme Court, which was converted into Civil Appeal No. 2010/2009, demanding grant of upgraded pay scale of Rs. 3050-4590/- from 1-1-1996 instead of 10-10-1997, after dismissal of OA No. 283/2003 filed before Hon'ble CAT, PB, New Delhi and WP (C). No. 8972-74/2007 filed before Hon'ble Delhi High Court, The Hon'ble Supreme Court disposed of the SLP directing the respondents to give notional monetary benefit to the members of the appellant w.e.f. 01-01-1996 till 10-10-1997. Further, directed that the members of the Union will not be entitled for any arrears of wages/salaries for the interregnum period, i.e. from 10-01-1996 to 10-10-1997.

3. The issue has been considered in the Directorate in consultation with D/o of Expenditure, Ministry of Finance. The D/o of Expenditure, Ministry of Finance agreed to implement the Orders of Hon'ble Supreme Court vide U.O. No. 6 (2)/E.III(B)/2016 dated 10-4-2018. Therefore the competent authority is pleased to grant notional monetary benefit to the Postmen/Mail Guards w.e.f. 01-01-1996 to 10-10-1997 in the revised pay scale of Rs. 3050-4590/-. However, they will not be entitled for arrears of wages/salaries for the interregnum period, i.e. from 01-01-1996 to 10-10-1997.

Yours faithfully,

Copy to:  
PPS/PS to Secy./D.G./Addl. D.G./Members/Secy. PSB/JS & FA  
Additional D.G. APS, APS Bhawan, New Delhi  
All Sr. DDG/DDG/CGM (BD)/GM Parcel Dte./PLI.  
All Chief Postmasters General  
All Regional Postmasters General  
GM CEPT Mysore - for uploading on India Post website  
All GM Finance/Directors of Accounts (Postal)  
Director Postal Staff College, Ghaziabad  
All Directors, Postal Training Centers.  
Controller Foreign Mails, Mumbai  
All General Secretaries of Recognised Unions.

  
(R.L. Patel)

Assistant Director General (GDS/PCC)

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**Directorate Order Regarding Small Family Norms  
in House Building Advance Rules-2017**

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I-17011/11(4)/2016-H.III

Government of India

Ministry of Housing & Urban Affairs

Housing-III Section

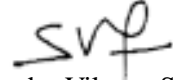
Nirman Bhawan, New Delhi

Dated 31.01.2018.

**OFFICE MEMORANDUM**

**Subject : Small Family Norms in House Building Advance Rules-2017 as per the recommendations of 7th CPC - reg.**

The undersigned is directed to invite attention to Ministry of Finance's OM No. 12(4)/2016-EIII.A dated 7th July 2017 on the above mentioned subject and to say that interest rebate available to HBA beneficiaries for promoting small family norms shall cease to exist with effect from 01.07.2017.



(Shailendra Vikram Singh)

Director (IFD)

Tel: 011-23062798

To,

All the Ministries and Departments of the Government of India, C&AG and UPSC, etc. as per standard endorsement list.

Copy for information to,

1. PS to MoS (I/c), H&UA
2. PSO to Secretary
3. PPS to JS&FA
4. Budget Division
5. US (Admn.), MoHUA
6. IT - Cell for uploading in Ministry Website
7. Hindi Section for Hindi version.

I-17011/6(3)/13/2018-H.III  
Government of India  
Ministry of Housing & Urban Affairs  
Housing-III Section

Nirman Bhawan, New Delhi  
Dated 1.08.2018.

**OFFICE MEMORANDUM**

**Subject : Clarifications regarding House Building Advance - reg.**

The undersigned is directed to say that in partial modification to the Ministry of Housing & Urban Affairs OM No. I.17011/11(4)/2016-H.III dated 9.11.2017 regarding House Building Advance Rules - 2017, the competent Authority has approved to modify the provision of para 2(i) in place of the existing provision.

2. Para 2(i) may be read as under

*“Constructing a new house on the plot owned by the employee or the employee and the employee’s wife/husband jointly with the clear title of the plot.”*

3. All the other existing provisions in the said OM of even no. dated 09.11.2017 shall remain same.



(Shailendra Vikram Singh)  
Director (IFD)  
Tel: 011-23062798

To,

1. All the Central Government Offices/Departments.
2. Copy to NIC to upload in the Ministry Website.

## Directorate Order Regarding Cash Handling and Treasury Allowance

F. No. 06-04/2018-PAP  
Government of India  
Ministry of Communications  
Department of Posts  
[Establishment Division/P.A.P. Section]  
Dak Bhawan, Sansad Marg, New Delhi-110001

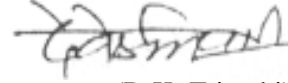
Dated : 22 January, 2019

To

1. All Chief Postmasters General/Postmasters General
2. Chief General Mnager, BD Directorate/Parcel Directorate/PLI Directorate
3. Director, RAKNPA/GM, CEPT/Directors of all PTCs
4. Addl. Director General, Army Postal Services, R.K. Puram, New Delhi
5. All General Managers (Finance)/Directors Postal Accounts/DDAP

**Sub:- Implementation of the recommendations of Seventh Central Pay Commission - Cash Handling and Treasury Allowance - Reg.**

I am directed to forward herewith a copy of Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training OM No. 4/6/2017-Estt. (Pay-II) dated 18.01.2019 containing on the subject cited above for kind information and necessary action in this regard.




(D.K. Tripathi)

Assistant Director General (Estt.)

**Encl: As Above**

Copy forwarded to:-

1. Sr. PPS to Secretary (Posts)/Sr. PPS to Director General Postal Services
2. PPS/PS to Addl. DG (Co-ordination)/Member (Banking)/Member (O)/Member (P)/Member (Planning & HRD)/Member (PLI)/Member (Tech)
3. Additional Secretary & Financial Adviser
4. Sr. Deputy Director General (Vigilance) & CVO/Sr. Deputy Director General (PAF)
5. Director General P&T (Audit), Civil Lines, New Delhi
6. Secretary, Postal Services Board/All Deputy Directors General
7. Chief Engineer (Civil), Postal Directorate
8. All Sections of Postal Directorate
9. All recognized Federations/Unions/Association
10. GM, CEPT for uploading the order on the India Post website
11. Guard File
12. Spare copies



(Aparna Gopan)  
AAO (PAP)

## Over Time Allowance for the category of Operational Staff

F.No.52-01/2018-PAP  
Government of India  
Ministry of Communications  
Department of Posts  
(Establishment Division)  
Dak Bhawan, Sanand Marg, New Delhi – 110001  
\*\*\*\*\*

Dated: 22 January, 2019.

To,

1. All Chief Postmasters General
2. Chief General Manager, BD Directorate/Parcel Directorate/ PLI Directorate
3. Director RAKNPA/ GM CEPT/ Directors of All PTCs.
4. Addl. Director General, Army Postal Service, R.K Puram, New Delhi

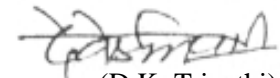
Sub : Implementation of the recommendation of 7th CPC on Over Time Allowance (OTA) – preparation a list of those staff coming under the category of Operational Staff regd.

I am directed to refer to Department of Personnel & Training's OM No. A-27016/03/2017-Estt. (AL) dated 19.06.2018 circulated vide letter no. 52-01/2018-PAP dated 04.07.2018 on the above subject. According to the said OM., Government has decided to discontinue OTA for categories other than Operational Staff and industrial employees.

2. As per para 1 of this OM, "Ministries/Departments to prepare a list of those staff coming under the category of 'Operational Staff'. The following definition shall be used to define Operational Staff".

**"All non-ministerial non-gazetted Central Government servants directly involved in smooth operation of the office including those tasked with operation of some electrical or mechanical equipment."**

3. In this regard, it is requested to prepare a list of operational staff with full justification based on the above parameters for inclusion of a particular category of staff in the list of operational staff and submit it to this office latest by 04.02.2019.



(D.K. Tripathi)  
Assistant Director General (Estt.)

## 7th CPC Revised Cash Handling and Treasury Allowance

F.No.4/6/2017-Estt.(Pay-II)  
Government Of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training

North Block, New Delhi  
Date: 18.01.2019

### OFFICE MEMORANDUM

Subject: Implementation of the recommendations of Seventh Central Pay Commission – Cash Handling and Treasury Allowance – reg.

Consequent upon the decision taken by the Government on the recommendations of the Seventh Central Pay Commission vide Department of Expenditure's Resolution No.11-1/2016-IC dated 06.07.2017, Cash Handling Allowance and Treasury Allowance have been subsumed in Cash Handling and Treasury Allowance. The President is now pleased to decide that Cash Handling and Treasury Allowance shall be admissible to Central Government Employees at the following rates subject to conditions mentioned in subsequent paras:-

Amount of average monthly Cash handed (in Rs.)	Revised rates of Cash Handling and Treasury Allowance (in Rs.)
< = 5 lakh	700
Over 5 lakh	1000

2. The powers to grant Cash Handling and Treasury Allowance remain delegated to the Ministries and Head of Departments who, at their discretion, may appoint Junior Secretariat Assistants/Senior Secretariat Assistants/Assistant Section Officers/Officials holding substantive post up to level 7 of Pay Matrix, to perform the duties of Cashiers. The grant of Cash Handling and Treasury Allowance shall be subject to the following conditions:-

(i) The amount of Cash Handling and Treasury Allowance to be granted will depend on the average amount of monthly Cash disbursed, excluding payment by cheques/drafts/ECS/Online payments/other modes where cash handling in physical form is not involved.

(ii) The Ministry or Head of the Department concerned should certify, on the basis of the previous financial year's average, the amount of cash disbursed and sanction the rate of Cash Handling and Treasury Allowance appropriate to that quantum. The average amount of Cash Disbursed should be arrived at by taking the total amount shown as disbursed in the Cash Book reduced by the items disbursed in the form of cheques/R.T.Rs/Drafts/ECS/Online payments/other modes where cash handling in physical form is not involved etc.

(iii) The cash Handling and Treasury Allowance granted to the official should be reviewed every financial year.



(iv) Every official, who is appointed to work as Cashier, unless he is exempted by the competent authority, should furnish security in accordance with the provisions contained in Rule 306 (1) to 306 (4) in Chapter 12 of the General Financial Rules, 2017 as amended from time to time.

(v) The Cash Handling and Treasury Allowance is to be granted from the date of issue of order of appointment as cashier or from the date of furnishing security, whichever is later.

(vi) Not more than one official should be allowed the Cash Handling and Treasury Allowance in an office/Department.

(vii) Sanction in each case should invariably be issued in the name of the person who is appointed to do the Cash work and for whom the Cash Handling and Treasury Allowance is sanctioned.

(viii) In cases of Cashier appointed on direct recruitment/promotion to such a post in terms of provision of RRs, no Cash Handling and Treasury Allowance will be admissible. Further, where there are sufficient number of Cashiers in various Grades to constitute a viable cadre in a Deptt./Organisation, then the post of Cashiers would not carry any cash Handling and Treasury Allowance.

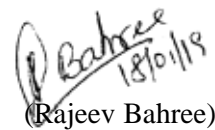
(ix) The Cash Handling and Treasury Allowance will not be admissible to Senior Secretariat Assistants cum Cashiers as Cash Handling is part and parcel of the duties of this post.

3. In the case of a newly created office, where it is not possible to observe all the conditions quoted above, Ministries and Heads of Departments may themselves grant Cash Handling and Treasury Allowance to cashiers during the first year of existence on the basis of the estimated average monthly cash disbursements. The other conditions quoted in para (2) above will, however apply.

4. Any relaxation of the above terms and conditions will require the prior concurrence of the Department of Personnel & Training.

5. These orders shall be effective from 01.07.2017

6. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders are being issued after consultation with the Comptroller and Auditor General of India.

  
(Rajeev Bahree)

Under Secretary to the Government of India  
Telephone No.: 011 – 23040489

To  
All Ministries/Departments of the Government of India as per standard list.

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## Compliance of instructions regarding procedure for booking of air-tickets on LTC

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FileNo. 20-04/2017-PAP  
Government of India  
Ministry of Communication  
Department of Posts  
Establishment Division/P.A.P. Section



Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Date : 9 January, 2019.

To

1. All Chief Postmasters General/Postmasters General
2. Chief General Manager, BD Directorate/Parcel Directorate/ PLI Directorate
3. Director RAKNPA/GM CEPT/Directors of All PTCs,
4. Addl. Director General, Army Postal Service, R.K. Puram, New Delhi
5. All General Managers (Finance)/DAP/DDAP

Sub : Procedure for booking of air-tickets on LTC - Compliance of instructions regarding.

I am directed to forward herewith a copy of the Department of Personnel & Training, Ministry of Personnel, Public Grievances and Pensions Office memorandum No. 31011/2/2018-Estt.(A-IV) dated 10th December, 2018 on the subject cited above for kind information and further necessary action in this regard.

(D.K. Tripathi)

Assistant Director General (Estt)

Encl.: As Above,

Copy to:

1. PPS to Secretary (Posts)/PS to Director General Postal Services.
2. Addl. DG (Co-ordination)/Member (P)/Member (O)/
3. Member (PLI)/Member (Banking)/Member (Tech)/Member (Plg & HRD)
4. AS & FA
5. Sr. DDG (Vig) & CVO/Sr. DDG (PAF)/Director General P&T (Audit)
6. Secretary, Postal Services Board
7. Chief Engineer (Civil) Postal Directorate
8. Budget Section/PA Wing/STT Section of Postal Directorate
9. All other Sections of Postal Directorate
10. All recognized Federations/Unions/Associations
11. GM, CEPT for uploading the order on the India Post website
12. Guard File/Spare Copies.

## Directorate Order Regarding Limited Transfer Facility to GDS

No.17-31/2016-GDS  
Government of India  
Ministry of Communications  
Department of Posts  
GDS Section

Dak Bhawan, Sansad Marg,  
New Delhi - 110001  
Dated 04.01.2019

### **OFFICE MEMORANDUM**

Sub: Implementation of approved recommendations of Kamlesh Chandra Committee on Limited Transfer Facility for all categories of Gramin Dak Sevaks (GDS)

The undersigned is directed to refer to letters (i) No.19-10/2004 – GDS dated 17.07.2006, (ii) No. 19-10/2004-GDS (part) dated 21/22.07.2010, (iii) No. 19-10/2004-GDS (part) dated 19.03.2012 and No.19-10/2004-GDS (part) dated 10.04.2012 regarding Limited Transfer Facility or Gramin Dak Sevaks.

2 After taking into consideration the approved recommendation of Kamlesh Chandra Committee on Limited Transfer Facility and in supersession of all previous orders regarding transfer of Gramin Dak Sevaks, the Competent Authority has approved the following guidelines to regulate the Limited Transfer facility of Gramin Dak Sevaks:-

#### **(a) Conditions of Transfer**

- (i) The maximum number of chances to be provided for male GDSs is one only and two for female GDSs.
- (ii) The transfer will be at his/her own request and own cost to a vacant post, at his/her place of choice to his/her/spouse home village or home division or a place recommended for medical treatment.
- (iii) A minimum engagement period of three years from the date of regular engagement on GDS Post will be mandatory, before transfer request can be entertained. In addition all verification formalities viz (Caste, Education and Police verification report etc.) should have been completed.
- (vi) Transfer request of GDS who are under put off duty or against whom any disciplinary action, Police case or Court case is pending will not be entertained.
- (v) Past engagement period will be counted for assessing the eligibility for appearing in departmental examination as well as for annual increment. GDS will not have any claim to go back to the previous engagement/recruitment Unit/Division in any circumstances.
- (vi) When a GDS is transferred at his own request and the transfer is approved by the competent authority, she/he will rank junior in the seniority list of the new unit, to all

the GDS of that unit who exist in the seniority list on the date on which the transfer is ordered, except in case of transfer within the same engagement/recruitment Sub Division/ Unit) Division.

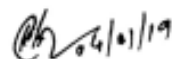
- (vii) The GDS can be transferred on her/his request in following circumstances:-
- (a) BPM Level 2 to BPM Level-2 in TRCA slab-3.
  - (b) BPM Level-1 to BPM. Level-1 in TRCA slab-2.
  - (c) ABPM/Dak Sevaks Level-2 to ABPM/Dak Sevaks Level-2 in TRCA slab-2
  - (d) ABPM/Dak Sevaks Level-1 to ABPM/Dak Sevaks Level-1 in TRCA slab-1.
- (viii) There will not be any drop in TRCA slab on account of a request transfer and numbers of increments earned by GUS will be retained.

**(b) Competent Authority**

- (i) The transfer of GDSs will be approved by Regional PMG, if the transfer is within the Region and by the Head of Circle, if the transfer is within the Circle. The approval of two concerned Heads of Circle will be required, if the transfer is between two Circles.

**(c) Process of Transfer**

- (i) Application for transfer should be called for during April – June of every year.
- (ii) An application will be submitted to the Divisional Head on a prescribed proforma attached herewith as annexure-I. The application will be submitted through head of the recruitment/engagement Unit/ Division duly recommended.
- (iii) Divisional Head will submit all the application to approving authority through proper channel.
- (iv) A separate register in prescribed proforma attached herewith as Annexure-II is to be maintained in Circle Office/Regional Office/Divisional Office for recording transfer requests of all categories of GDS.
- (v) All the applications received will be arranged in order of seniority from the date of engagement of GDS and the orders for transfer may be issued during July.
3. The above instructions will come into effect from the date of issue of this O.M.
4. The instructions will be uploaded in India Post Employees Corner website for information of all concerned.
5. Hindi version will follow.



(SB Vyavahare)

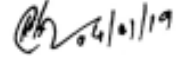
Assistant Director General (GDS/PCC)

Tele No. 011-23096629

Email-adggds@indiapost.gov.in

Copy forwarded to:-

1. PS to Minister of State for Communications (I/C)
2. Sr. PPS to Secretary (Posts)/Sr. PPS to Director General Postal Services.
3. PPS/PS to Addl. DG (Coordination)/Member (Banking).Member (O)/Member (P)/Member (Planning & HRD)/Member (PLI)/ Member (Tech).
4. All Chief Postmasters General/Postmasters General
5. Chief General Manager, BD Directorate/Parcel Directorate/PLI Directorate
6. Director, RAKNPA/General Manager, CEPT/Directors of All PTCs
7. Addl. Director General, Army Postal Service, R.K. Puram, New Delhi
8. Sr. Deputy Director General (Vigilance) & CVO/Sr. DDG (PAF)
9. Director General P&T (Audit), Civil Lines, New Delhi
10. All Deputy Directors General
11. DDG Technology:- for making necessary changes in the HRMS module of CSI Software.
12. All General Managers (Finance)/Directors Postal Accounts/DDAP
13. All Sections of Postal Directorate
14. All recognized Federations/Unions/Associations
15. GM, CPT for uploading the Order on the India Post website
16. Hindi Section, Dak Bhawan, New Delhi:- for translation of OM.
17. Guard File
18. Spare copies.



(SB Vyavahare)

Assistant Director General (GDS/PCC)

**Annexure-I**

**Application for Transfer from One Post to Another Post  
in Gramin Dak Sevak**

1. Name of the GDS :
2. Post held by GDS with name of Sub Dn./Division./Circle :
3. Date of engagement as regular GDS :
4. Educational Qualification :
5. Whether Single or married :
6. Existing TRCA Level with Slab :
7. GDS Post for which transfer is sought for  
alongwith name of BO/SO/HO/RO :
8. Name of Sub Dn./Division./Circle to which transfer is sought :
9. Reasons for which transfer is sought for

---

10. Documentary evidence for the place of choice being his/her/ :  
spouse/Home Village/Home Division/place recommended  
for medical treatment. Please attach any of the following  
documents:-

1. Aadhar Card
2. PAN Card
3. Voter ID Card
4. Driving Licenses
5. Passport/Electricity Bill/Water Bill/Gas Bill

11. I, Shri/Smt./Miss ..... declare that above information furnished by me are true to the best of my knowledge and belief. I am agreeable to accept all the terms and conditions as per para 2 of the Dept. of Posts O.M. No. 17-31/2016-GDS 04-01-2018 amended from time to time.

Date

Signature of the GDS

Place

with post held by GDS

---

The above application of Shri/Smt./Ms. .... seeking transfer on own cost and request has been scrutinised by me and certified that the information furnished by the official in the application is correct. This is also to certify that :-

1. The GDS is involved/not involved in any loss, fraud, criminal cases :
2. No disciplinary case is pending against the GDS :

12. The Transfer is recommended/not recommended

Date :-

Signature & Designation of the  
Head of the Division Station

---

#### **Declaration For Transfer from One Post to Another Post by GDS**

(i) I hereby declare that in the event of my limited transfer from ..... to ..... I will rank junior in the gradation list of new unit to all the GDS of that unit on the date of joining that unit.

(ii) I will not claim any TA or Transit. I will not have any claim to go back to my old post in any circumstances. I will also abide by these conditions as amended from time to time.

Station

Signature of the GDS

Date :

Post held by the GDS

## Format for Registering the Request for Transfer of GDS Outgoing Transfer

Sl. No.	Waiting List No.	Name of GDS	Category	Post held by GDS alongwith name of Office and TRCA Slab	Name of Sub DN/ HO/SRO/ HRO/RO presently working	Date of engagement as GDS	Post for which applied alongwith Sub Dn/HO/ RO/SRO/ HRO/Circle with TRCA Slab	Name of Dn for which applied	Date of Application	Date of Receipt of application	Reason/ Ground for transfer	Remark
1	2	3	4	5	6	7	8	9	10	11	12	13

## Format for Registering the Request for Transfer of GDS Incoming Transfer

Sl. No.	Waiting List No.	Name of GDS	Category	Post held by GDS alongwith name of Office and TRCA Slab	Name of Sub DN/ HO/SRO/ HRO/RO presently working	Name of DN presently working	Date of engagement as GDS	Post for which applied alongwith Sub Dn/HO/ RO/SRO/ HRO/Circle with TRCA Slab	Date of Application	Date of Receipt of application	Reason/ Ground for transfer	Remark
1	2	3	4	5	6	7	8	9	10	11	12	13

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## Directorate Order Regarding 'Emergency' Leave for a maximum of 5 days for all categories of GDS

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No. 17-31/2016-GDS  
Government of India  
Ministry of Communications  
Department of Posts  
(GDS Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001

Dated 02/01/2019

### Office Memorandum

**Sub:** Implementation of approved recommendations of Kamlesh Chandra Committee on introduction of 'Emergency' leave for a maximum of 5 days in a calendar year for all categories of Gramin Dak Sevaks (GDS).

The undersigned is directed to convey the approval of the Competent Authority on approved recommendations of Kamlesh Chandra Committee on introduction of 'Emergency' leave for a maximum of 5 days in a calendar year for all categories of Gramin Dak Sevaks, who are engaged on regular basis after due engagement formalities as prescribed in GDS (Conduct and Engagement) Rules, 2011 and amended from time to time as per instructions of Directorate.

2. Keeping in view the above, it has been decided to issue consolidated instructions on the subject of emergency leave for all categories of Gramin Dak Sevaks (GDS) as under:-

- (i) 'Emergency' Leave will be granted for a maximum of 5 days in a completed calendar year of the engagement period or proportionate thereof. The GDS will be paid TRCA applicable during the period of emergency leave.
- (ii) Emergency leave will be granted to GDS to take care of any emergent/personal requirements.
- (iii) Not more than two days emergency leave will be granted at a time. No half day emergency leave will be granted.
- (iv) Emergency leave cannot be carried forward or encashed or combined with paid leave.
- (v) Sundays and Postal Holidays falling during the period of emergency leave are not counted as part of emergency leave.
- (vi) Sundays/Postal holidays can be prefixed/suffixed to emergency leave.
- (vii) Prior sanction from Divisional Office for (BPM) or Sub Divisional Office, Sr. PM/PM for (ABPM/Dak Sevak) is required.
- (viii) No full time substitute will be engaged against the resultant vacancy and duty/work of Branch Post Offices should be managed with combination of duties except in case of single handed BOs.
- (ix) Emergency leave will not be granted to GDS who are under put off duty.
- (x) All GDS who are engaged on regular basis on the date of notification of introduction of Emergency leave and who fulfill all other conditions will be eligible for availing this leave.



- (xi) When a GDS stays beyond two days emergency leave at a time, the whole period shall be debited against his/her paid leave account due. In case he/she is not having paid leave the period in excess of such leave due will be treated as unauthorised absence and the GDS shall not be entitled to any TRCA.
- (xii) GDS will submit emergency leave application on a plain paper to leave sanctioning authority by indicating the reason for availing such leave.
- (xiii) Proper record of the emergency leave availed by GDS will be maintained by the leave sanctioning authority in the following proforma:-

EMERGENCY LEAVE AVAILED BY GDS

Name & Designation of the  
Leave Sanctioning Authority:

Sl. No.	Name of GDS	Designation	Emergency Leave Availed					Remarks if any
			5	4	3	2	1	
			Date	Date	Date	Date	Date	

3. This OM issues with the concurrence of Department of Personnel and Training vide their ID Note Number 14029/1/2017-Estt (Leave) dated 14.12.2018.
4. The instructions/guidelines contained in this OM shall take effect from 01.01.2019.
5. Hindi version will follow.

  
(S.B. Vyavahare)

Assistant Director General (GDS/PCC)

Copy forwarded to:-

1. PS to Minister of State for Communications (I/C)
2. Sr. PPS to Secretary (Posts)/Sr. PPS to Director General Postal Services
3. PPS/PS to Addl. DG (Co-ordination)/Member (Banking)/Member (O)/Member (P)/Member (Planning & HRD)/Member (PLI)/Member (Tech)
4. All Chief Postmasters General / Postmasters General
5. Chief General Manager, BD Directorate/Parcel Directorate/PLI Directorate
6. Director, RAKNPA/General Manager, CEPT/Directors of all PTCs
7. Addl. Director General, Army Postal Service, R.K. Puram, New Delhi
8. Sr. Deputy Director General (Vigilance) & CVO/Sr. DDG (PAF)
9. Director General P&T (Audit), Civil Lines, New Delhi
10. All Deputy Directors General
11. DDG Technology: - for making necessary changes in CSI software for the purpose of grant of TRCA to the substitute in case of single handed Branch Post Offices.
12. All General Managers (Finance)/Directors Postal Accounts/DDAP
13. All Sections of Postal Directorate
14. All recognized Federations/Unions/Associations
15. GM, CEPT for uploading the order on the India Post web site
16. Hindi Section, Dak Bhawan, New Delhi:- for translation of OM.
17. Guard File
18. Spare copies.

  
(S.B. Vyavahare)

Assistant Director General (GDS/PCC)

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**GDS Voluntary Discharge Scheme :  
Implementation of One Man Committee recommendations**

---

No.17-31/2016-GDS  
Government of India  
Ministry of Communications  
Department of Posts  
(GDS Section)

Dak Bhawan, Sansad Marg,  
New Delhi – 110 001  
Dated: 14 December 2018

**Office Memorandum**

**Sub: Implementation of recommendations of One-Man Committee on introduction of Voluntary Discharge scheme for all categories of Gramin Dak Sevaks (GDS)**

The undersigned is directed to convey the approval of the Competent Authority on recommendations of One-Man committee on introduction of Voluntary Discharge Scheme for all Categories of GDS, who are engaged on regular basis after due engagement formalities as prescribed in Gramin Dak Sevak (Conduct & Engagement) Rules, 2011 and amended from time to time as per instruction of Directorate.

2. Keeping in view the above, it has been decided to issue consolidated instructions in supersession of all earlier OMs on the subject of Voluntary Discharge Scheme for all categories of Gramin Dak Sevaks as under:

**2.1 SCHEME-1: ON COMPLETION OF 20 YEARS OF ENAGAGMENT PERIOD:-**

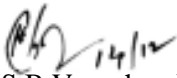
- (a) **Scope:** Intended for those who wish to quit prematurely without citing any specific reason.
- (b) **Conditions:**
- i. Minimum qualifying engagement period – 20 years
  - ii. No age restriction.
  - iii. By giving notice of not less than three months, in writing to the Divisional Head in prescribed proforma as shown in **Annexure-I**.
  - iv. In computing the notice period of three months, the date of notice for voluntary discharge and date of its expiry to be excluded from the notice period.
  - v. In case the Divisional head does not refuse to grant the permission for retirement before the expiry of the period specified in the said notice, the discharge shall become effective from the date of expiry of the said period For example, if the date of notice is 05.02.2019 the discharge shall become effective from 04.05.2019.

- vi. The Divisional head shall issue orders before the date of expiry of notice either accepting or rejecting the voluntary discharge. Otherwise GDS shall be deemed to have been discharged voluntarily from engagement at the end of the period of notice of three months.
  - vii. Request can be withdrawn prior to acceptance of notice, with the approval of the accepting Authority i.e. Divisional Head.
  - viii. The scheme is purely voluntary and there will be no compulsion on any GDS to quit under this scheme.
  - ix. The scheme will not be available for GDS who are under put off duty, or against whom any disciplinary action, police case or court case, is pending.
  - x. All GDS who are engaged on regular basis on the date of notification of the scheme and who fulfill all other conditions will be eligible to opt for this scheme.
  - xi. The Divisional Head will be the competent authority to accept and approve the voluntary discharge for all categories of GDS.
  - xii. Compassionate engagement will not be available for the dependents of the GDS to be discharged voluntarily. A declaration in prescribed application proforma as shown in Annexure-I will be taken from the GDS willing to seek the benefits of Voluntary Discharge scheme that she/he will not claim compassionate engagement for any of her/his dependents once voluntary discharge request is accepted.
- (c) **Entitlements :-** Normal discharge benefits proportionate to the period of engagement rendered. In case the GDS quits engagement before completion of 20 years of engagement period, he/she will not be entitled to get any monetary benefits under the scheme.

## 2.2 SCHEME-2 : ON MEDICAL GROUND:

- (a) **Scope:** Intended for those who suffer on account of any bodily or mental infirmity, which permanently incapacitates him/her for engagement and wishes to quit prematurely.
- (b) **Conditions:**
  - i. Minimum engagement period 10 years
  - ii. No age restriction.
  - iii. An application in prescribed proforma as shown in **Annexure-II** to be submitted by the GDS.
  - iv. The Medical Authority (Civil Surgeon) should certify that the applicant is not fit to continue in engagement. For this purpose the Divisional Head shall direct the GDS for appearing before the appropriate Medical Authority i.e. Medical Board of a Government Hospital.
  - v. The GDS to be directed to appear before the appropriate Medical Authority.
  - vi. A certificate so obtained from the Medical Authority without the prior approval of the Department will not be valid.

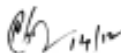
- vii. Date of effect will be the date of acceptance of the request.
  - viii. The scheme is purely voluntary and there will be no compulsion on any GDS to quit under this scheme.
  - ix. The scheme will not be available for GDS under put off duty, or against whom any Departmental disciplinary action, police case or court case is pending.
  - x. The Divisional Head will be the competent authority to accept and approve the voluntary discharge for all categories of GDS.
  - xi. All GDS who are engaged on regular basis on the date of notification of the scheme and who fulfill all other conditions will be eligible to opt for this scheme.
  - xii. Compassionate engagement will not be available for the dependents of the GDS to be discharged voluntarily. A declaration in prescribed application proforma as shown in Annexure-II will be taken from the GDS willing to seek the benefits of Voluntary Discharge scheme that she/he will not claim compassionate engagement for any of her/his dependents once voluntary discharge request on medical ground is accepted.
- (c) **Entitlements:** Normal discharge benefits proportionate to the period of engagement rendered. In case the GDS quits engagement before completion of 10 years of engagement period, she/he will not be entitled to get any monetary benefits.
3. The above instructions will come into effect from the date of issue of this O.M.
4. Hindi version will follow.

  
(S.B. Vyavahare)

Assistant Director General (GDS/PCC)

Copy forwarded to:-

1. PS to Minister of State for Communications (I/C)
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4. Additional Secretary & Financial Adviser
5. All Chief Postmasters General / Postmasters General
6. Chief General Manager, BD Directorate/Parcel Directorate/PLI Directorate
7. Director, RAKNPA/GM, CEPT/Directors of all PTCs
8. Addl. Director General, Army Postal Service, New Delhi
9. Sr. Deputy Director General (Vigilance) & CVO
10. Sr. Deputy Directors General (PAF)
11. Director General P&T (Audit), Civil Lines, New Delhi
12. Secretary, Postal Services Board/All Deputy Directors General
13. All General Managers (Finance)/Directors Postal Accounts/DDAP
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(S.B. Vyavahare)

Assistant Director General (GDS/PCC)

**Notice for Voluntary Discharge from Engagement of Gramin Dak Sevak**

From :

.....  
.....

Date .....

To:

SSPOs/SSRM/SPOs/SRM  
..... Division  
.....

Sub :- Request for granting Voluntary discharge from engagement of Gramin Dak Sevak.

Madam/Sir,

I, ..... (Name, Designation & Office)  
has completed ..... years of engagement as on .....  
I, hereby give notice that, I would like to take voluntary discharge w.e.f. ....  
on expiry of three months' notice period.

2. I undertake that, I will not claim compassionate engagement for my dependent family members  
once my Voluntary discharge is accepted by the competent authority.

3. You are therefore, requested to discharge me w.e.f. .... i.e. on expiry of  
three month's notice from the post of Gramin Dak Sevak.

Place : Signature of GDS .....

Date : Name &amp; Designation of GDS

**Application for Voluntary Discharge from Engagement of Gramin Dak Sevak on Medical Grounds**

From :

.....  
.....

Date .....

To:

SSPOs/SSRM/SPOs/SRM  
..... Division  
.....

Sub :- Request for granting Voluntary discharge from engagement of Gramin Dak Sevak on medical grounds.

Madam/Sir,

I, the undersigned ..... (Name, Designation & Office)  
has completed ..... years of engagement as on .....  
I am suffering from ..... (Name of disease). Hence,  
I am unable to perform any type of duty of BPM/ABPM/Dak Sevak.

2. I undertake that, I will not claim compassionate engagement for my dependent family members  
once my Voluntary discharge is accepted by the competent authority.

3. I would, therefore, request you to kindly approve my discharge from engagement of Gramin Dak  
Sevak, voluntarily on medical grounds at the earliest.

Place : Signature of GDS .....

Date : Name &amp; Designation of GDS

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## **Clarification on modalities of transfer of the NPS contribution to casual labourer with temporary status to their GPF Accounts**

---

No. 49014/2/2014-Estt.(C)-Pt.I  
Government of India  
Ministry of Personnel, PG and Pensions  
Department of Personnel & Training

North Block, New Delhi  
Dated: 11th October, 2018

### **OFFICE MEMORANDUM**

Subject : Clarification on modalities of transfer of the NPS contribution to casual labourer with temporary status to their GPF accounts.

The undersigned is directed to refer to this Department's OM No. 51016/2/90-Estt (C) dated the 10th September, 1993 vide which a scheme for grant of temporary status to the casual employees was framed. The scheme applied to those casual labourers who were in employment on the date of the issue of the OM and had rendered one year of continuous service in Central Government Offices, which meant that they must have been engaged for a period of at least 240 days (206 days in the case of offices observing 5 days week). The scheme did not apply to Departments of Telecom & Posts and Ministry of Railways.

2. As per the scheme, after rendering three years' continuous service after conferment of temporary status, the casual labourers were to be treated at par with temporary Group 'D' employees for the purpose of contribution to the General Provident Fund. Further, after their regularisation, 50% of the service rendered under temporary status was to be counted for the purpose of retirement benefits.

3. As per para 8 of the scheme, two out of every three vacancies in Group 'D' cadres in respective offices where the casual labourers had been working was to be filled up as per extant recruitment rules and in accordance with the instructions issued by Department of Personnel and Training from amongst casual workers with temporary status. However, regular Group 'D' staff rendered surplus for any reason would have prior claim for absorption against existing/future vacancies.

4. Vide the O.M. No. 49014/1/2004-Estt (C) dated the 26th April 2004, the above scheme was reviewed 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. These casual labourers with temporary status were now to be considered under the NPS and their underlying amount in GPF was credited to them.

5. The OM dated 26th April, 2004 was quashed by various benches of CAT/High Courts who had decided that the scheme could not be modified retrospectively.

6. The position was reviewed in the light of the Court judgements in consultation with the Department of Expenditure. It was then decided vide this Department's O.M. No. 49014/2/2014-Estt(C) dated 26.02.2016 and O.M. No. 49014/2/2014-Estt(C) dated 28.07.2016 that the casual labourers who had been granted temporary status under the scheme, and have completed 3 years of continuous service after that, were entitled to contribute to the General Provident Fund. It was also decided that 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 regularised in terms of para 8 of the OM dated 10.09.1993. This was applicable to all casual labourers covered under the scheme of 1993 whether they were regularised before or after 31.12.2003.

7. It was emphasised that the benefit of temporary status is available only to those casual labourers who were in employment on the date of the issue of the OM dated 10th September, 1993 and were otherwise eligible for it. No grant of temporary status is permissible after that date. The employees erroneously granted temporary status between 10.09.1993 and the date of Hon'ble Supreme Court judgement in Union of India and Anr vs Mohan Pal, 2002 (3) SCR 613, delivered on 29th April, 2002, will however be deemed to have been covered under the scheme of 10.09.93.

8. Subsequent to the issue of this Department's O.M. No. 49014/2/2014-Estt(C) dated 26.02.2016 and O.M. No. 49014/2/2014-Estt(C) dated 28.07.2016 several Ministries/Departments were seeking clarifications as regards to the modalities of transfer of the amount lying in the NPS account to the GPF account of these casual labourers. The matter has been examined in consultation with D/o Pensions & Pensioners' Welfare, D/o Financial Services and D/o Expenditure.

9. D/o Pension and Pensioners' Welfare have clarified/stated that the employees' share of the NPS subscription with interest should be withdrawn and deposited in the GPF accounts if these CL-TS regularized after 31.12.2003 and the Government share with interest accrued under NPS should be deposited in Government's account.

10. Controller General of Accounts (CGA) have furnished following clarifications vide letter No. 1(7)(2)/2010/cla./TA/129 dt. 11.03.2016 on a similar matter which are as under:

- (i) **Adjustment of Employees contribution in Accounts:-** Amount may be credited to individual's GPF Account and the account may be recasted permitting up-to-date interest (Authority-FR-16 & Rule 11 of GPF Rules).
- (ii) **Adjustment of Government contribution under NPS in Accounts:-** To be accounted for as (-) Dr. to object heads 70-Deduct Recoveries under major Head 2071-Pension and other Retirement benefit-Minor Head 911-Deduct Recoveries of overpayment (GAR 35 and para 3.10 of List of Major and Minor Heads of Accounts).

- (iii) *Adjustment of increased value of subscription on account of appreciation of investment* - may be accounted for by crediting the amount to Govt. account under M.H.0071-Contribution towards Pensions and other Retirement Benefits 800-Other Receipts (Note under the above Head in LMMHA).

11. The principle underlying the consideration of the case of CL(TS) is that Casual Labourers who were covered under the scheme of 1993 and have been regularised in terms of the above scheme were entitled to GPF and Old Pension scheme even if they were regularised after 31.12.2003.

12. Furthermore, as per D/o Expenditure/CGA, if the benefits under old pension scheme are to be allowed to a retired employee, who had contributed towards NPS at any stage, the entire NPS accumulations i.e. employee's contribution + Government's matching contribution + appreciation thereon should be remitted into the accredited bank of the PAO concerned and the accounting procedure will be same in this case as prescribed at par 10 above.

13. All Ministries/Departments are requested to settle the matter as explained above. If any further clarification is needed in the matter, they should approach CGA (Controller General of Accounts) directly, since CGA is the accounting agency and is competent to clarify the matter.



(N. Sriraman)

Director (Establishment)

Telefax: 23094637

Copy to:

All Ministries/Departments of Government of India.

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- (II) The Vice-President's Secretariat, New Delhi
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- (VII) The Controller and Auditor General of India, New Delhi
- (VIII) The Secretary, Union Public Service Commission
- (IX) The Secretary, Staff Selection Commission
- (X) All Attached Offices under the Ministry of Personnel, Public Grievances and Pensions
- (XI) All Officers and Section in the Department of Personnel & Training
- (XII) NIC for uploading on the website under OM's/Orders - \*Establishment - \*Daily Wage Casual Labour; and 'What's New'



## Recruitment of GDS / Casual Labourer to the post of MTS

F. No. 02-01/2018-SPB-I  
Ministry of Communications  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
December 11, 2018

To,  
All Chief Postmasters General/Postmasters General

### Subject : Recruitment of GDS / Casual Labourer to the post of MTS.

Madam/Sir,

I am directed to refer to this office letter No. 37-33/2009-SPB-I dated 27-08-2018 forwarding therewith Department of Posts (Multi Tasking Staff) Recruitment Rules, 2018. These RRs have enabling provisions for appointment to the post of Multi Tasking Staff (MTS) from amongst of Gramin Dak Sewaks (GDS) and Casual Labourers on the basis of seniority-cum-fitness.

2. The Recruitment Rules (RRs) of 2018 superseded the RRs notified in 2015. The age limit for appointment of GDS and Casual Labourers in these RRs of 2015 and 2018 are as under:-

	Age limit in RRs of 2015	Age limit in RRs of 2018
Gramin Dak Sewaks	50 years	No upper age limit
Casual Labourers	No upper age limit	No upper age limit

3. References have been received from a few Circles seeking clarification on the upper age limit for appointment of GDs to the post of MTS. It has been pointed out that they are finding it difficult to implement the change in RRs as the engagement of GDS is continued till the age of 65 years whereas the retirement age of MTS is 60 years.

4. F.R. 56(a) *inter alia* provides as under:-

*"Except as otherwise provided in this rule, every Government servant shall retire from the service on the afternoon of the last day of the month in which he attains the age of sixty years."*

5. Engagement of GDS is outside the regular civil service. However, once a person is appointed to the post of MTS, he would become a Central Government Servant. Since the retirement age of Central Government Employee is fixed at 60 years, a person cannot be given initial appointment after attaining 60 years of age. Therefore, a GDS or Casual Labourer cannot be appointed to the post of MTS under the aforesaid RRs of 2018 after attaining 60 years of age.

6. In this context, it is important to keep in mind the provisions relating to Departmental Promotion Committee (DPC) although these provisions are not strictly applicable in the case of GDs or Casual Labourer as their appointment to the post of MTS is not a promotion. In line with the spirit of the provisions of holding DPC, the process of considering eligibility of GDS/Casual Labourer on the basis of seniority-cum-fitness for appointment to the vacant post of MTS should be undertaken well in advance to ensure that a suitable panel is available for appointment as and when vacancy arises.

7. For example, for the vacancy year 2019, i.e. the vacancy occurring during the period 01.01.2019 to 31.12.2019, all GDSs/Casual Labourers having date of birth of 02.01.1959 or later would be eligible for consideration. If the selection process is completed well in advance, a GDS/Casual Labourer having date of birth 02.01.1959 can be appointed, if a vacant post of MTS is available on 01.01.2019, although such a person will retire on 31.01.2019. In such a situation, it is for the GDS to decide whether to accept the appointment as MTS and retire on attaining 60 years of age or refuse the regular appointment to continue as GDS till discharge on attaining 65 years of age.

8. However, if the selection process is carried out in February 2019 or thereafter, a GDS/Casual Labourer having birth 02.01.2059 would be considered and can be recommended if found fit but cannot be appointed as he would have already crossed the retirement age of 60 years for Government servant thereby depriving him/her legitimate due. This may lead to litigation, which is avoidable.

9. Hence, it is imperative that selection process for filling up of the vacancies arising during the vacancy year 2019 (vacancy period 01.01.2019 to 31.12.2019) is completed before 31.12.2018. Further, selection process to fill up vacancies till 2018 vacancy years may be completed first if not done so far.

10. Action may be taken to fill up the posts of MTS on the above line.

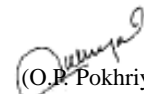
Yours faithfully,



(Satya Narayana Dash)  
Assistant Director General (SPN)

Copy forwarded to:

1. Sr. PPS/PPS/PS to Secretary (Posts)/Director General Postal Services
2. PPS / PS to Addl. DG (Coordination)/Member (Banking & DBT)/Member (Tech.)/Member (Planning & HRD)/Member (P)/MEMBER (O)/Member (PLI).
3. Chief General Manager, BD & M Directorate/Parcel Directorate/PLI Directorate
4. Sr. Deputy Director General (Vigilance) & CVO
5. Director, RAKNPA/GM, CEPT/Director of all PTCs
6. Additional Director General, Army Postal Service, RTR marg, New Cantt., New Delhi-10
7. All Deputy Directors General
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10. Guard File



(O.P. Pokhriyal)  
Assistant Director (SPB-I)  
Tel: 011-2304 4829

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## **Drawl of Composite Allowance to GDS BPMs on implementation of recommendations of One Man Committee**

---

No. 17-31/2016-GDS (Pt.)  
Government of India  
Ministry of Communications & IT  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated : 28.09.2018

### OFFICE MEMORANDUM

Sub :- Clarification regarding drawl of Composite Allowance to GDS BPMs on implementation of recommendations of One Man Committee on wages and allowances of Gramin Dak Sevaks (GDS).

The undersigned is directed to refer to this Directorate's O.M. of even number dated 25th June, 2018 implementing the recommendations of One Man Committee on wages and allowances of Gramin Dak Sevaks (GDSs). In Annexure-I to the aforesaid OM dated 25.06.2018, it has been laid down that the existing Office Maintenance Allowance payable to the BPMs @ Rs. 100/- per month is replaced by a Composite Allowance (For BPMs only) and is revised as follows:-

- (i) BPMs providing GDS Post Office accommodation which meets the prescribed standards - Rs. 500/-.
- (ii) BPMs having BOs at non-standard/rent free accommodation - Rs. 250/-.

2. References have been received seeking clarification for drawl of Composite Allowance which accommodation is to be treated as standard accommodation or non standard accommodation. This issue has been examined in the light of the recommendations made by the One Man Committee headed by Shri Kamlesh Chandra, Retired Member, Postal Services Board and the Committee of Group of Officers and it is seen that for standard accommodation following criteria should be met:-

- (i) The GDS Post Office should be situated in one of the following accommodations in order of preference:-
  - (a) Building owned by Gram Panchayat.
  - (b) Building owned by Central Government or by State Government such as schools or offices.
  - (c) BPM's own house.
  - (d) Proper rented accommodation in a busy place of village.
  - (e) Building owned by NGOs

(ii) Location - The GDS Post Office should be located in the main busy part of the village.

(iii) Size - The minimum size of GDS Post Office should not be less than 100 sq. feet preferably in 10' x 10' dimensions and in ground floor

(iv) Approach - The Post Office should have direct access/approach from village road and should be located in front portion of the building in which it is housed. The GDS Post Offices should not be housed in Verandah, Courtyards, Kitchen, under the stairs, bed room, damaged rooms, and makeshift arrangements, isolated building outside the village etc. which are difficult to access/approach by the Customer.

(v) Structure - The GDS Post Office accommodation should preferably be a Brick Mortar structure to ensure safety and security. The room should be properly ventilated and lighted and should be properly maintained and white washed.

(vi) Power Supply - The Post Office room should have electrical power connection for charging of handheld devices and running fan, electricity bulb etc. and a suitable place to install solar panels.

(vii) The accommodation for the GDS Post Office should be exclusively available for Post Office use. It may work from a village shop but Post Office working from shop should have an exclusive space to keep the registers, micro ATMs and other items apart space for prominently exhibiting the signage etc. giving due importance to Post Office.

3. In view of this, it is clarified that the BPMs who fulfill prescribed standards mentioned above will be entitled for the drawl of Composite Allowance @ Rs. 500/-. Further, if the BPMs having Post Office in rent free Government accommodation and staying in the Post Village will be entitled for the composite allowance @ Rs. 250/- equal to the remaining BPMs having non standard accommodations (those who are not fulfilling above standard are treated as non standard accommodations).

4. The above provisions may be brought to the notice of all concerned for information, guidance and necessary action.

5. This issues with the approval of the competent authority.

Hindi version will follow.

Yours faithfully,



(S.B. Vyavahare)

Assistant Director General (GDS/PCC)

Copy to:-

1. PS to Hon'ble MoSC (I/C)
2. Sr. PPS to Secretary (P)/Sr. PPS to DG Postal Service
3. PPS to All Members, Postal Services Board
4. JS&FA/Secretary (PSB)
5. All Chief Postmasters General
6. All Postmasters General
7. CGM, PLI/CGM, BD&M Directorate
8. Director, RAKNPA, Ghaziabad
9. All DDGs/Directors/ADGs in Postal Directorate
10. Additional Director General, APS C/o 56, APO, R.K. Puram, New Delhi
11. DG P&T Accounts, Civil Lines, New Delhi-54
12. All Directors of Accounts (Postal)
13. Director, CEPT, Mysore, with a request to upload the OM on the India Post Website.
14. All recognized Unions/Federations/Association
15. SO Guard File
16. Spare copies - 20

Yours faithfully,



(S.B. Vyavahare)

Assistant Director General (GDS/PCC)

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**Central Civil Services (Revised Pay) Rules, 2016 -  
opportunity for revision of option to come over to revised pay structure**

---

No. 2-16/2017-PAP  
Government of India  
Ministry of Communications  
Department of Posts  
[Establishment Division/PAP Section]

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated : 28.12.2018

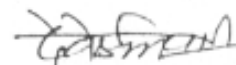
To

1. All Chief Postmasters General / Postmasters General,
2. Chief General Manager, BD Directorate / Parcel Directorates / PLI Directorates
3. Director, RAKNPA/GM CEPT/Directors of All PTCs,
4. Addl. Director General, Army Postal Services, R.K. Puram, New Delhi,
5. All General Managers (Finance) / DAP / DDAP.

Subject : Central Civil Services (Revised Pay) Rules, 2016 - opportunity for revision of option to come over to revised pay structure.

I am directed to forward herewith the copy of Ministry of Finance, Department of Expenditure O.M. No. 4-13/17-IC/E-III-A dated 12th December, 2018 on the subject cited above for kind information and further necessary action at your end.

Encl.: As above.

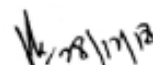


[D.K. Tripathi]

Asstt. Director General [ESTT.]

Copy forwarded to:-

1. Sr. PPS to Secretary (Posts) / Sr. PPS to Director General Postal Services,
2. PPS / PS to Addl. DG (Co-ordination) / Member (Banking) / Member (O) / Member (P) / Member (Plg & HRD) Member PLI / Member (Tech),
3. AS & FA
4. Sr. DDG (Vigilance) & CVO
5. Sr. Deputy Director General (PAF) / Director General P&T (Audit),
6. Secretary, Postal Services Board / All Deputy Directors General,
7. Chief Engineer (Civil) Postal Directorate,
8. Budget Section / PA Wing / STI Section of Postal Directorate,
9. All other Sections of Postal Directorate,
10. All recognized (Postal) Federations / Union / Associations,
11. GM, CEPT for uploading the order on the India Posts web site,
12. Guard File,
13. Spare Copies.



(Vijay Kumar Khatri)

Asstt. Accounts Officer (PAP)

## Payment of Training Allowance at Training Establishments

No.01-22/2010-Trg.  
Government Of India  
Ministry Of Communications  
Department Of Posts  
(Training Division)

Dak Bhavan, Sansad Marg  
New Delhi – 110 001  
Dated: 26-12-2018

To

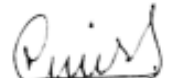
1. Director, RAKNPA, Ghaziabad
2. All CPMsG
3. Director, PTC (Mysuru/Guwahati/Saharanpur/Vadodara/Madurai/Darbhanga)

Subject: Payment of Training Allowance at Training Establishments

I am directed to convey permission of Competent Authority for payment of Training Allowance to all **“Faculties”** of Training establishments within Department of Posts including Regional Training Centres, at rates notified by DoP&T from time to time. Instructions contained in DoP&T OM No.13024/01/2016-Trg. Ref dated 24-10-2017 and clarification dated 12.11.2018 may be referred to in this regard.

2. Payment of this allowance will be subject to condition that the faculty, who joins the training academies/institutes/establishments for imparting training for a specified period of time, is likely to go back. Further, Training Allowance will not be admissible to those permanent faculties of training academies/institutes/establishments, who have been recruited directly by the training academies/institutes/establishments for imparting training.

3. This has the approval of the competent authority.

  
(Priyanka Mishra)  
ADG (Training)

Copy forwarded to:-

1. CGM, BD & MD Directorate/PLI Directorate/Parcel Directorate
2. Addl. Director General, Army Postal Services, New Delhi
3. All General Managers (Finance)/Director, Postal Accounts/D.D.A.P.
4. Senior PPS to Secretary (Posts)/Sr. PPS to Director General Postal Services
5. PPS/PS to Addl. DG (Coordination) and all Members.
6. PPS/PS to Secretary (PSB).
7. Additional Secretary and Financial Adviser.
8. All Sr. DDsG.
9. Director General, P&T (Audit), Civil Lines, New Delhi
10. All DDsG.
11. All Sections of Postal Directorate.
12. All recognised Federations/Unions/Associations.
13. GM, CEPT, for uploading the order on the India Post website.
14. Guard File.
15. Spare copies.

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## Revision of Provisional Pension Sanctioned Under Rule 69 of the CCS (Pension) Rules, 1972

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**No. 4-1 (3) / 2018 - Pension**  
Government of India  
Ministry of Communications  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi - 110001  
Dated : 16-10-2018

To

All Heads of Postal Circles  
Heads of all Regional Offices  
All Directors/Dy. Directors of Accounts (P)  
Director, Postal Staff College, Ghaziabad, India.  
Heads of all other Administrative Offices.

**Subject : Revision of Provisional Pension sanctioned under Rule 69 of the CCS (Pension) Rules, 1972.**

Sir/Madam,

I am directed to forward herewith a copy of Office Memorandum of Ministry of Personnel, PG and Pensions (Department of Pension and Pensioners' Welfare) No. 38/49/16-P&PW (A) dated 12-02-2018 regarding the above mentioned subject for information and necessary compliance.

Yours faithfully,



(Tarun Mittal)

Asstt. Director General (Pen)

**Encls.: As above (2 pages)**

Copy along with enclosures to :

1. All Audit Offices, P&T All recognised unions/associations.
2. Secretary, Staff Side, Office Council (JCM).
3. Chief General Manager, PLI Chanakyapuri, New Delhi.
4. Chief General Manager, BD Directorate, Dak Bhawan, Delhi
5. DDG (PAF), Department of Posts, Dak Bhawan, New Delhi.
6. Director, Foreign Post, Mumbai/New Delhi/Calcutta/Chennai.
7. Sr. AO Audit, P&T, Delhi-110054.
8. SPBI/SPBII/PE-I/PE-II/SPG/PAP/Admn/PEA/FA-I/FAII/SB/C&A Sections.
9. P&T Admn Cell, APS, Kampete, C/o 56 APO.
10. File No. 4-1(3)/2018-Pen
11. Director, CEPT, Mysore for unloading on the India Post Website.

No.38/49/16-P&PW (A)  
Government of India  
Ministry of Personnel, PG & Pensions  
Department of Pension & Pensioners' Welfare

3rd Floor, Lok Nayak Bhawan  
Khan Market, New Delhi  
Dated the 12th February, 2018

**Office Memorandum**

Sub:- Revision of provisional pension sanctioned under Rule 69 of the CCS (Pension) Rules, 1972.

The undersigned is directed to say that in implementation of the decision taken on the recommendations of the 7th CPC, orders were issued vide this Departments' OM No. 38/37/2016-P&PW (A)(ii) dated 04.08.2016 for revision of pension of pre-2016 pensioners/family pensioners w.e.f. 01.01.2016 by multiplying the pre-revised pension/family pension by a factor of 2.57. Subsequently, vide OM No. 38/37/2016-P&PW(A) dated 12.05.2017, it has been decided that the pension/family pension of all Central civil pensioners/family pensioners, who retired/died prior to 01.01.2016, may be revised w.e.f. 01.01.2016 by notionally fixing their pay in the pay matrix recommended by the 7th CPC in the level corresponding to the pay in the pay scale/pay band and grade pay at which they retired/died.

2. Instructions were issued vide this Department's OM of even number dated 30.11.2016 for extending the benefit of OM dated 4.8.2016 to the following categories of pensioners drawing provisional pension under Rule-69 of the CCS (Pension) Rules, 1972.

- (i) Retired before 1.1.2016 and sanctioned provisional pension under Rule-69 of the CCS (Pension) Rules on account of departmental/judicial proceedings or suspension.
- (ii) Suspended before 1.1.2016 and sanctioned provisional pension, based on their pre-revised pay under Rule-69 of the CCS (Pension) Rules on retirement on or after 1.1.2016.

3. It has now been decided that provisional pension sanctioned in the above cases may be revised w.e.f. 1.1.2016 in accordance with the instructions contained in this Department's OM No. 38/37/2016-P&PW(A) dated 12th May, 2017. Higher of the two formulations i.e. OM dated 4.8.2016 or OM dated 12.5.2017 would be the revised provisional pension w.e.f. 1.1.2016 in such cases.

4. This issues with the approval of Department of Expenditure, Ministry of Finance ID No. 1(21)/E-V/2016 dated 15.01.2018

5. Hindi version will follow.

Enc. a.a

  
(Harjit Singh)  
Director

To

All Ministries/Departments as per standard list attached.



No.38/49/16-P&PW (A)  
Government of India  
Ministry of Personnel, PG & Pensions  
Department of Pension & Pensioners' Welfare

3rd Floor, Lok Nayak Bhawan  
Khan Market, New Delhi  
New Delhi, the 30th November, 2016

**Office Memorandum**

**Sub:- Revision of provisional pension sanctioned under Rule 69 of the CCS (Pension) Rules, 1972.**

The undersigned is directed to say that in pursuance of Government's decision on the recommendations of the Seventh Pay Commission, Orders for revision of pension of pre-2016 pensioners w.e.f. 1-1-2016 have been issued on 4.8.2016.

2. The following categories of pensioners drawing provisional pension under Rule-69 of the CCS (Pension) Rules based on their pre-revised pension:-

- (i) Retired before 1.1.2016 and sanctioned provisional pension under Rule-69 of the CCS (Pension) Rules on account of departmental/judicial proceedings or suspension.
- (ii) Suspended before 1.1.2016 and sanctioned provisional pension under Rule-69 of the CCS (Pension) Rules on retirement on or after 1.1.2016.

3. The provisional pension sanctioned in the above cases may be revised in the normal course in accordance with the instructions contained in this Department's OM No. 38/37/2016-P&PW(A)(ii) dated 4.8.2016 issued for revision of pension of pre-2016 pensioners.

4. This issues with the approval of Department of Expenditure, Ministry of Finance ID No. 1(21)/E-V/2016 dated 24.11.2016.

5. Hindi version will follow.

  
(Harjit Singh)  
Director

To  
All Ministries/Departments as per list attached.

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## **Revision of disability pension and family pension under CCS (EOP) Rules**

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No.1/6/2017-P&PW (F)

Government of India

Ministry of Personnel Public Grievances and Pensions

Department of Pension and Pensioners Welfare

3rd Floor, Lok Nayak Bhawan,  
Khan Market, New Delhi – 110003,

Dated the 10th October 2018

### **OFFICE MEMORANDUM**

**Subject – Revision of disability pension and family pension under CCS(EOP) Rules to pre-1996 and pre-2006 disability pensioners and family pension under CCS(EOP)Rules – inclusion of Non-practicing Allowance (NPA) for revision of disability pension and family pension covered under CCS(EOP) Rules to retired medical Officers – regarding.**

The undersigned is directed to say that orders were issued vide this Department's OM No 45/22/1997-P&PW (C) dated 11.9.2001 for revision of disability pension / Family pension under CCS(EOP) Rules in respect of Pre-1996 pensioners. These orders inter-alia provided for revision of Pension of Pre-1996 Disability Pensioners and family pensioners under EOP Rules on the basis of the minimum basic pay in the revised pay scale applicable w.e.f 1.1.1996.

2. Vide this Department's OM No. 45/3/2008-P&PW (F) dated 30.9.2010 as amended vide OMs dated 20.11.2014, 29.4.2016 and 8.8.2016, orders were issued for revision of pre-2006 Disability Pensioners and family pensioners under EOP Rules on the basis of the minimum of the pay in the pay band plus grade pay or minimum of pay in the revised scale of pay applicable from 1.1.2006 corresponding to the pay scale from which the pensioner had retired, as arrived at with reference to the fitment tables annexed to the Ministry of Finance, Department of Expenditure OM No. 1/1/2008-IC dated 30/8/2008.

3. In implementation of the judgment dated 27.11.2013 of Hon'ble Supreme Court in CA No. 10640-36 of 2013 and other connected matters, orders were issued vide this Department's OM No. 38/31/2011-P&PW (A) (Vol.IV) dated 14.10.2014 that in the case of Pre-1996 retired Medical Officers, NPA at the rate of 25% shall be added to the minimum of the revised scale of pay as on 1.1.1996 corresponding to pre-1996 pay scales from which the pensioner had retired in cases where consolidated pension/family pension was to be stepped up based on minimum of revised pay scales.


4. Similarly, orders were issued vide OM NO.38/31/2011-P&PW(A) (Vol-IV) dated the 18th February, 2015 that in the case of pre-2006 retired Medical Officers, NPA @ 25% would be added to the minimum of the pay in the revised pay band plus grade pay (or minimum of pay in the revised pay scale in the case of HAG and above ) as on 01.01.2006 corresponding to the pre-revised pay scales from which they retired, in case where pension / family pension is to be stepped up to 50% / 30% of the minimum pay respectively.

5. It is hereby clarified that for the purpose of revision of Disability Pension/family pension of the pre 1996 pensioners under CCS(EOP) Rules also, NPA at the rate of 25% shall be added to the minimum of the pay in the revised scale of pay on 01.01.1996 corresponding to the Pre 1996 pay scales in respect of the retired Medical Officers. Similarly, for the purpose of revision of Disability pension/Family pension of pre-2006 pensioners under CCS(EOP)Rules, NPA @25% shall be added to the minimum of the pay in the pay band plus Grade pay or minimum of the pay in the revised pay scale applicable from 01.01.2006 corresponding to the pay scale from which the pensioner retired.

6. The emoluments (minimum pay + NPA) to be reckoned for calculation of the Disability Pension/ Family pension in terms of the above provisions would not exceed Rs. 30,000/- w.e.f 1.1.1996 and Rs.85,000 w.e.f 1.1.2006.

7. The other terms and conditions stipulated in this Department's OM No. OM No. 45/22/1997-P&PW (C) dated 11.9.2001 and OM No 45/3/2008-P&PW(F) dated 30.9.2010, 20.11.2014, 29.4.2016 and 8.8.2016 shall remain unchanged.

8. This issues with the approval of Ministry of Finance, Department of Expenditure vide their ID No.1(3)/E-V/2018 dated 08.08.2018.

  
(Sujasha Choudhury)  
Director

To

All Ministries/Departments of the Govt. of India as per Standard Distribution

Copy to President Secretariat, Vice President Secretariat, Prime Ministers Office,  
Cabinet Secretariat, Supreme Court of India, C&AG, UPSC etc. as per standard  
endorsement list.

## Procedure for booking of Air-Tickets on LTC

No. 31011/2/2018-Estt (A.IV)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training  
Establishment A-IV Desk

North Block, New Delhi-110 001  
Dated: December 10, 2018

### OFFICE MEMORANDUM

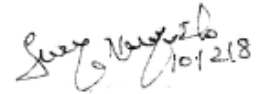
#### **Subject:- Procedure for booking of air-tickets on LTC – compliance of instructions regarding**

The undersigned is directed to refer to this Department's O.M. No. 31011/5/2014- Estt.A-IV dated 24.09.2014, 23.09.2015 and 21.08.2017 on the procedure for booking of air tickets on LTC and to say that as per the extant instructions, whenever a Government servant claims LTC by air, he/she is required to book the air tickets directly from the airlines (Booking counters, website of airlines) or by utilizing the services of the authorized travel agents viz. 'M/s Balmer Lawrie & Company', 'M/s Ashok Travels & Tours' and 'IRCTC' (to the extent IRCTC is authorized as per DoPT O.M. No. 31011/6/2002-Est(A) dated 02.12.2009) while undertaking LTC journey(s).

2. In this regard, it is observed that despite reiterating the above instructions from time to time, this Department still continues to receive numerous references from various Ministries/Departments and individuals seeking relaxation for booking of air tickets for the purpose of LTC through private travel agents. In most of the cases, the common reasons cited by the Government employees are lack of awareness of the rules and work exigencies.

3. Therefore, all the Ministries/Departments are advised to ensure wide circulation and strict compliance of the guidelines stated in para 1 of this OM. This point may also be emphasized by the Administration whenever any advance is sought or intention to avail LTC is conveyed by the Government servant. It is stated that henceforth only those cases, where it is established that bonafide mistake has occurred and the Administrative Ministry/Department is satisfied that undue hardship is being caused to the Government servant, shall be considered by this Department for relaxation provided that the information is received in the **Proforma** enclosed along with supporting documents.

Encl.: As above



(Surya Narayan Jha)

Under Secretary to the Government of India

To  
The Secretaries  
All Ministries/Departments of Government of India  
(As per the standard list).

Copy to:-

1. Comptroller & Auditor General of India, New Delhi.
2. Union Public Service Commission, New Delhi
3. Central Vigilance Commission, New Delhi.
4. Central Bureau of Investigations, New Delhi
5. Parliament Library, New Delhi.
6. All Union Territory Administrations.
7. Lok Sabha/Rajya Sabha Secretariat.
8. All Attached and Subordinate Offices of Ministry of Personnel, P.G. & Pensions.
9. Hindi Section for Hindi Version.

**Proforma for sending the request for seeking relaxation for booking of air tickets for the purpose of LTC from private travel agents.**

The Administrative Ministry/Department needs to examine each case on the following parameters and where the Ministry/Department is satisfied that a bonafide mistake has occurred and undue hardship is being caused in any particular case, it may be sent to this Department in the following Proforma along with supporting documents:-

S. No.	CRITERIA	RESPONSE
1.	Whether booking of air tickets on LTC has been done according to the prescribed procedure. If no, reasons thereof.	
2.	Whether the employee has travelled by Air India flight or any other airlines as authorised by the Government for the purpose of LTC from time to time?	
3.	If answer to s. no. 1 above is 'No', then such cases shall not be considered for relaxation.	
4.	Whether the tickets were purchased at LTC-80 fare or less?	
5.	It may be confirmed/ verified from the concerned airlines whether the tickets were booked at the same price on the date of booking as indicated on the ticket?	
6.	Whether the Govt. servant has availed of any tour package or other facility from the travel agent except the tickets?	
7.	The tickets may be checked for any additional, hidden or superfluous charges. If yes, the same shall not be admissible.	
8.	Government servant shall submit a self-certification to his office/Administration that he has not availed of any tour package or any other facility from the travel agent except the tickets.	

\*N.B. – If it is found that any fraudulent attempt has been made by the Government servant to inflate the LTC claim, it shall make him/her liable for appropriate action under Rule 16 of CCS(LTC) Rules, 1988 and the relevant disciplinary rules.

## House Building Advance Rules

F.No.12-01/2018-PAP  
Government of India  
Ministry of Communications  
Department of Posts  
(Establishment Division)  
Dak Bhawan, Sansad Marg, New Delhi – 110001



Dated: 22 January, 2019.

To

1. All Chief Postmasters General/ Postmasters General
2. Chief General Manager, ED Directorate/Parcel Directorate/ PLI Directorate
3. Director RAKNPA/ GM CEPT/ Directors of All PTCs,
4. Director General, Army Postal Service, R.K. Puram, New Delhi
5. All General Managers (Finance)! DAP/ DDAP

Sub: House Building Advance Rules (HBA)-regd.

I am directed to forward herewith a copy of the Ministry of Housing & Urban Affairs Office memorandums No. 1-17011/11(4)/2016-H-III dated 31.1.2018, 29.06.2018 & OM No. I-17011/6(3)/13/2018-H.III dated 01.08.2018 on the subject cited above for kind information and further necessary action in this regard.

(D.K. Tripathi)

Assistant Director General (Estt)

Encl.: As above.

Copy to:

1. PPS to Secretary (Posts)/PS to Director General Postal Services.
2. Addl. DG (Co-ordination)/Member (P)/Member (O)/
3. Member (PLI)/Member (Banking)/Member (Tech)/Member (Plg & HRD)
4. AS & FA
5. Sr. DDG (Vig) & CVO/Sr. DDG (PAF)/Director General P&T (Audit)
6. Secretary, Postal Services Board
7. Chief Engineer (Civil) Postal Directorate
8. Budget Section/PA Wing/STT Section of Postal Directorate
9. All other Sections of Postal Directorate
10. All recognized Federations/Unions/Associations
11. GM, CEPT for uploading the order on the India Post website
12. Guard File/Spare Copies.

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**Central Civil Services (Revised Pay) Rules, 2016 -  
Opportunity for revision of option to come over to revised pay structure**

---

No. 2-16/2017-PAP  
Government of India  
Ministry of Communications  
Department of Posts  
[Establishment Division/PAP Section]

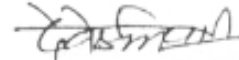
Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated : 28.12.2018

To

1. All Chief Postmasters General / Postmasters General,
2. Chief General Manager, BD Directorate / Parcel Directorates / PLI Directorates
3. Director, RAKNPA/GM CEPT/Directors of All PTCs,
4. Addl. Director General, Army Postal Services, R.K. Puram, New Delhi,
5. All General Managers (Finance) / DAP / DDAP.

Subject : Central Civil Services (Revised Pay) Rules, 2016 - opportunity for revision of option to come over to revised pay structure.

I am directed to forward herewith the copy of Ministry of Finance, Department of Expenditure O.M. No. 4-13/17-IC/E-III-A dated 12th December, 2018 on the subject cited above for kind information and further necessary action at your end.



Encl.: As above.

[D.K. Tripathi]

Asstt. Director General [ESTT.]

Copy forwarded to:-

1. Sr. PPS to Secretary (Posts) / Sr. PPS to Director General Postal Services,
2. PPS / PS to Addl. DG (Co-ordination) / Member (Banking) / Member (O) / Member (P) / Member (Plg & HRD) Member PLI / Member (Tech),
3. AS & FA
4. Sr. DDG (Vigilance) & CVO
5. Sr. Deputy Director General (PAF) / Director General P&T (Audit),
6. Secretary, Postal Services Board / All Deputy Directors General,
7. Chief Engineer (Civil) Postal Directorate,
8. Budget Section / PA Wing / STI Section of Postal Directorate,
9. All other Sections of Postal Directorate,
10. All recognized (Postal) Federations / Union / Associations,
11. GM, CEPT for uploading the order on the India Posts web site,
12. Guard File,
13. Spare Copies.

  
(Vijay Kumar Khatri)  
Asstt. Accounts Officer (PAP)

No. 4-13/17-IC/E-III A  
Government of India  
Ministry of Finance  
Department of Expenditure

New Delhi, the 12th December, 2018

Office Memorandum

Subject : Central Civil Services (Revised Pay) Rules, 2016 - opportunity for revision of option to come over to revised pay structure.

The undersigned is directed to invite attention to Rules 5 & 6 of the CCS (RP) Rules, 2016 regarding exercise of option to come over to the revised pay structure effective from 1.1.2016 as notified by the CCS (RP) Rules, 2016 and to say that the said option was to be exercised within 3 months of the date of notification, i.e., 25.7.2016 of the said Rules. The Rule 6(4) thereof provides that the option once exercised shall be final.

2. The Staff Side of the National Council (JCM) has requested that employees may be given another opportunity to re-exercise their option in view of certain hardships caused to certain employees. A number of references have also been received in this Ministry, proposing that the affected employees may be given an opportunity to re-exercise their option.

3. The matter has been considered and the President is pleased to decide that in relaxation of the stipulation contained in Rule 6(4) of CCS (RP) Rules, 2016, the Central Government Employees, who have already exercised their option to come over to the revised pay structure as notified by the CCS (RP) Rules, 2016, shall be permitted another opportunity to revise their initial option in terms of Rules 5 & 6 thereof. The revised option shall be exercised within a period of 3 months from the date of issue of these Orders. The option once exercised in terms of these orders shall be final and shall not be liable to any further change under any circumstances. All other terms and conditions as laid down in the said Rules 5 and 6 shall continue to be applicable.

4. It is obvious that in respect of those employees who have already exercised option to come over to the revised pay structure from 01.01.2016 itself or in whose case the revised pay structure took effect from 01.01.2016 and who re-exercise their option under these orders to come over to the revised pay structure from a date subsequent to 01.01.2016 as per Rule 5 of CCS (RP) Rules, 2016, the arrears on account of revised pay already drawn by them from 01.01.2016 up to the date from which they now opt to come over to the revised pay structure shall be recovered.

5. In their application to the employees serving in IA&AD, these orders were issued after consultation with the Comptroller and Auditor General of India.

To,

1. All Ministries/Departments of the Government of India  
(As per standard distribution list).
2. Guard File
3. NIC with the request that the same be posted on the website  
of Ministry of Finance, Department of Expenditure.



(Amar Nath Singh)  
Director



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**Entry pay for direct recruits appointed on or after 1.1.2006  
and pay fixation in the case of persons other than direct recruits**

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No. 7-2/2016-PCC (Pt.)  
Government of India  
Ministry of Communication & IT  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Date : 03.10.2018

**Addendum**

To

All the Heads of Circle

Sub.- Entry pay for direct recruits appointed on or after 1.1.2006 and pay fixation in the case of persons other than such direct recruits.

The word “dated 28.09.2018” may please be added in the second line of column “number” in the table given in letter of even number dated 03.10.2018 vide which OM No. 8-23/2017-E.IIIA dated 28.09.2018 issued by Ministry of Finance, Department of Expenditure was re-circulated for information and necessary action.



(S.B. Vyavahare)  
Asstt. Director General (GDS/PCC)

Copy to:-

1. Chief General Manager, PLI/BD Directorate, New Delhi.
2. Addl. Director General, Army Postal Corps, R.K. Puram, New Delhi-110066.
3. Director, RAKNPA, Ghaziabad,
4. DDG (PAF)/JS&FA/Secretary (PSB)
5. All Directors/Dy. Director of Accounts (Postal)
6. Pr. Director of Audit (Postal), Delhi-110054.
7. The Officer-In-Charge, APS Record Office, Kamptee.
8. All Directors, Postal Training Centres.
9. All Recognized Unions/Associations/Federations
10. Sr. PPS to Secretary (Posts)/DG (Posts)
11. PS to Member (P)/Member (PLI)/Member (O)/Member (Planning)/Member (Tech)/Member (HRD)
12. ADG (SPN)/ADG (SPG)/SPB-I,II/PAP/Resident Auditor, Postal Directorate.
13. Director, CEPT, Mysore - for uploading on www.indiapost.gov.in

Yours faithfully,



(S.B. Vyavahare)  
Assistant Director General (GDS/PCC)

No. 7-2/2016-PCC (Pt.)  
Government of India  
Ministry of Communication & IT  
Department of Posts


Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Date : 03.10.2018

To  
All the Heads of Circle

Sub.- Entry pay for direct recruits appointed on or after 1.1.2006 and pay fixation in the case of persons other than such direct recruits.

I am directed to re-circulate the following order on the subject mentioned above for information and necessary action.

S/No.	Number	Subject
1	OM No. 8-23/2017-E.IIIA issued by Ministry of Finance, Department of Expenditure	Central Civil Services (Revised Pay) Rules, 2008-Section II of the Part 'A' of the First Schedule thereto - entry pay for direct recruits appointed on or after 1.1.2006 and pay fixation in the case of persons other than such direct recruits.

  
(S.B. Vyavahare)

Asstt. Director General (GDS/PCC)

Encl : As above

Copy to:-

1. Chief General Manager, PLI/BD Directorate, New Delhi.
2. Addl. Director General, Army Postal Corps, R.K. Puram, New Delhi-110066.
3. Director, RAKNPA, Ghaziabad,
4. DDG (PAF)/JS&FA/Secretary (PSB)
5. All Directors/Dy. Director of Accounts (Postal)
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13. Director, CEPT, Mysore - for uploading on [www.indiapost.gov.in](http://www.indiapost.gov.in)

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## Central Civil Services (Revised Pay) Rules, 2008 Section II of the Part 'A' of the First Schedule

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No. 8-23/2017-E.IIIA  
Government of India  
Ministry of Finance  
Department of Expenditure

North Block, New Delhi  
28th September, 2017

### Office Memorandum

**Subject :** Central Civil Services (Revised Pay) Rules, 2008 - Section II of the Part 'A' of the First Schedule thereto - entry pay for direct recruits appointed on or after 1.1.2006 and pay fixation in the case of persons other than such direct recruits.

The undersigned is directed to invite the attention to the provisions contained in Section-2 of Part 'A' of the First Schedule of the Central Civil Services (Revised Pay) Rules, 2008 which provides for entry pay in the revised pay structure (Pay structure effective from 1.1.2006 up to 31.12.2015) for direct recruits appointed on or after 1.1.2006 on a post and to say that pay in respect of persons appointed to the same posts before 1.1.2006 is required to be fixed as on 1.1.2006 under Rule 7 (1)(A)(i) and pay in respect persons appointed on the same post on promotion on or after 1.1.2006 is required to be fixed under Rule 13 thereof.

2. A number of references were received in Ministry of Finance, Department of Expenditure, stating that the pay of seniors of a post was fixed at a stage lower than the entry pay applicable to the persons appointed on direct recruitment basis on that post on or after 1.1.2006. In such cases, stepping of pay was allowed to the senior employee at par with the entry pay of direct recruits of those posts, subject to the conditions, inter-alia, that stepping up of pay of seniors is applicable only in those cases which have an element of direct recruitment and where a directly recruited junior is actually drawing more basic pay than the seniors. Thus, the stepping up of pay of senior employees was admissible from the date a junior direct recruit joined on or after 1.1.2006.

3. The matter was also considered in the meeting of the National Anomaly Committee (NAC) held on 17.7.2012 based on a demand raised by the Staff Side under the JCM. NAC had recommended that in cases where Recruitment Rules provide for direct recruitment then the stepping up of pay of senior may be considered even if no actual direct recruitment takes place or no direct recruit has actually joined. However, it was decided that stepping up of the pay of seniors can be claimed only in the case of those cadres which have an element of direct recruitment and in cases where a directly recruited junior is actually drawing more basic pay than the seniors. Thus, stepping up of pay was dependent upon actual joining of a direct recruit.

4. Trained Graduate Teachers (TGTs) of the Government of National Capital Territories of Delhi (GNCTD) filed on OA No. 3217/2014 before the Hon'ble Principal Bench of CAT. The 13 petitioners of the post of Trained Graduate Teachers (TGT) comprised those who were appointed as TGT before 1.1.2006 as also those who were promoted to the post of TGT on or after 1.1.2006. The pay of these 13 employees had been fixed as per the relevant provisions of the CCS (RP) Rules, 2008 and the same happened to be lower than the entry pay as applicable to direct recruits of the post of TGT appointed on or after 1.1.2006. These petitioners prayed for re-fixing their pay as applicable to direct recruits appointed on or after 1.1.2006.

5. The Hon'ble Principal Bench of CAT in their Order dated 4.4.2016 in OA No. 3217/2014 allowed the application and directed the Government to ensure that none of the applicant's pay is fixed at a stage lower than the pay which could be drawn by a direct recruit appointed on or after 1.1.2006. The Order of Hon'ble CAT dated 4.4.2016 was upheld by the Hon'ble Delhi High Court in terms of their Order

dated 23.3.2017 in WP(C) No. 2634/2017. The Hon'ble Delhi High Court in its Order dated 23.3.2017 observed, inter-alia that the plea of stepping up of pay, as mentioned in para 2 above, means that the direct recruits should have actually joined before any stepping up of pay can be granted and the date of joining would be different as filling up of direct recruit vacancies in the cadre would depend upon vacancy position, selection etc. The Hon'ble Delhi High Court held that this was unacceptable.

6. The matter arising out of the aforesaid Order of Hon'ble Delhi High Court dated 23.3.2017 was heard by the Hon'ble Supreme Court as part of the SLP and in its Order dated 1.9.2017 (Dy. No. 23663/2017), the Hon'ble Supreme Court has observed that once the question, in principle, has been settled, it is only appropriate on the part of the Government to issue a Circular. The Hon'ble Supreme Court further observed that the present situation is that the stepping up is available only to those who have approached the Court, but since the issue otherwise became final, the Hon'ble Supreme Court directed Government to immediately look into the matter and issue appropriate Orders.

7. Accordingly, the matter has been considered in the light of the above background and in the context of the specific Orders of Hon'ble Supreme Court dated 1.9.2017 as arising out of the original issue raised by the Trained Graduated Teachers of GNCTD in terms of their OA No. 3217/2014. As mentioned above, the petitioners in that case were those who were appointed as TGT before 1.1.2006 and also promoted as TGT on or after 1.1.2006 and had occasion for grievance because their pay in the pay structure in vogue from 1.1.2006 had been fixed lower than the entry pay as prescribed for direct recruits appointed as TGT on or after 1.1.2006. Therefore, the principle of the benefit of pay fixation as flowing from the aforesaid Orders of Hon'ble CAT, Hon'ble Delhi High Court and the Hon'ble Supreme Court, is that the pay of those who were appointed to the post prior to 1.1.2006 and those who were appointed to the post on promotion in the pay structure effective from 1.1.2006 onwards, and where in respect of such posts entry pay for direct recruits appointed on or after 1.1.2006 has been prescribed giving rise to differential pay, may not be lower than the said entry pay. It is the case of differential pay in respect of employees of a post, as caused by the existence of entry pay applicable for direct recruits on that post appointed on or after 1.1.2006, that has been addressed in the aforesaid case of the post of TGTs. In case entry pay as per Section II of Part A of the First Schedule of the CCS (RP) Rules, 2008 is not applicable in case of a post, the same will not give rise to differential pay for holders of the post and, hence not covered under the ratio of the case of TGT.

8. Accordingly, the President is pleased to decide that in respect of those posts where entry pay for direct recruits appointed on or after 1.1.2006, as per Section II of Part A of the First Schedule of CCS (RP) Rules, 2008 becomes applicable by virtue of the provision of the element of direct recruitment in the relevant recruitment rules, the pay of Central Government Employees who were appointed to such posts prior to 1.1.2006 and whose pay, as fixed in the revised pay structure under Rule 7 thereof as on 1.1.2006 turns out to be lower than the prescribed entry pay for direct recruits of that post, shall not be less than such entry pay w.e.f. 1.1.2006. Likewise, the pay of Central Government Employees who were appointed to such posts by way of promotion on or after 1.1.2006 and whose pay as fixed under Rule 13 of CCS (RP) Rules, 2008 happens to be lower than the said entry pay, shall also not be less than such entry pay from the date of their promotion taking place on or after 1.1.2006.

9. In their application to the employees of office of Indian Audits and Accounts Department, these Orders issue after consultation with the Comptroller and Auditor General of India.

10. Hindi version of these Orders is attached.

To

- 1) All Ministries/Departments of the Government of India (As per Standard List).
- 2) C&AG
- 3) UPSC
- 4) Lok Sabha Secretariat
- 5) Rajya Sabha Secretariat
- 6) NIC



(Amar Nath Singh)  
Director

सं. 8-23/2017-ई.III-ए

भारत सरकार

वित्त मंत्रालय

व्यय विभाग

नई दिल्ली, 28-08-2018

### कार्यालय ज्ञापन

**विषय : केन्द्रीय सिविल सेवा (संशोधित वेतन) नियमावली, 2008 की प्रथम अनुसूची के भाग 'क' का खंड 2 - 01.01.2006 को या उसके बाद सीधी भर्ती के आधार पर नियुक्त कर्मचारियों का शुरुआती वेतन और ऐसी सीधी भर्ती के आधार पर नियुक्त कर्मचारियों से भिन्न कर्मचारियों के मामले में वेतन निर्धारण।**

अधोहस्ताक्षरी को केन्द्रीय सिविल सेवा (संशोधित वेतन) नियमावली, 2008 की प्रथम अनुसूची के भाग 'क' के खंड-2 में निहित प्रावधानों, जिसमें किसी पद पर 01.01.2006 को या उसके बाद सीधी भर्ती के आधार पर नियुक्त कर्मचारियों के लिए संशोधित वेतन संरचना (01.01.2006 से 31.12.2015 तक प्रभावी वेतन संरचना) में शुरुआती वेतन का प्रावधान है, की ओर ध्यान आकृष्ट करने और यह कहने का निदेश हुआ है कि 01.01.2006 से पहले समान पदों पर नियुक्त कर्मचारियों के संबंध में वेतन का निर्धारण, नियम 7(1)(क)(i) के तहत 01.01.2006 की स्थिति के अनुसार किया जाना अपेक्षित है और 01.01.2006 को या उसके बाद समान पद पर पदोन्नति पर नियुक्त कर्मचारियों के संबंध में वेतन का निर्धारण नियमावली के नियम 13 के तहत किया जाना अपेक्षित है।

2. वित्त मंत्रालय, व्यय विभाग को अनेक संदर्भ प्राप्त हुए थे, जिनमें यह उल्लेख किया गया था कि वरिष्ठ कर्मचारियों का वेतन, 01.01.2006 को या उसके बाद उसी पद पर सीधी भर्ती के आधार पर नियुक्त कर्मचारियों के लिए लागू शुरुआती वेतन की तुलना में निचले स्तर पर निर्धारित किया गया था। ऐसे मामलों में, वरिष्ठ कर्मचारियों का वेतन बढ़ाकर, उन पदों पर सीधी भर्ती के आधार पर नियुक्त कर्मचारियों के शुरुआती वेतन के बराबर किए जाने की अनुमति, अन्य बातों के साथ-साथ इस शर्त पर दी गई थी कि वरिष्ठ कर्मचारियों का वेतन केवल उन्हीं मामलों में बढ़ाया जा सकेगा जिसमें सीधी भर्ती का कारक हो और जहां सीधी भर्ती के आधार पर नियुक्त कनिष्ठ कर्मचारी, वरिष्ठ कर्मचारियों से अधिक मूल वेतन वास्तव में आहरित कर रहा हो। इस प्रकार, वरिष्ठ कर्मचारियों की वेतन वृद्धि, सीधी भर्ती के आधार पर नियुक्त कनिष्ठ कर्मचारी के 01.01.2006 को या उसके बाद कार्य ग्रहण करने की तारीख से स्वीकार्य थी।

3. संयुक्त परामर्श तंत्र (जेसीएम) के तहत कर्मचारी पक्ष द्वारा उठायी गई मांग के आधार पर 17.07.2012 को हुई राष्ट्रीय विसंगति समिति (एनएसी) की बैठक में भी इस मामले पर विचार किया गया था। एनएसी ने सिफारिश की थी कि ऐसे मामलों में, जहां भर्ती नियमों में सीधी भर्ती का प्रावधान हो, वरिष्ठ कर्मचारी का वेतन बढ़ाए जाने पर विचार किया जाए चाहे कोई सीधी भर्ती न की गई हो या सीधी भर्ती के आधार पर नियुक्त किसी व्यक्ति ने वास्तव में कार्य ग्रहण न किया हो। तथापि, यह निर्णय लिया गया था कि वरिष्ठ कर्मचारियों का वेतन वृद्धि का दावा केवल उन्हीं संवर्गों के मामलों में किया जा सकता है जिनमें

सीधी भर्ती का कारक हो और जहां सीधी भर्ती के आधार पर नियुक्त कोई कनिष्ठ कर्मचारी, वरिष्ठ कर्मचारी के वेतन से अधिक मूल वेतन वास्तव में आहरित कर रहा हो। इस प्रकार, वेतन वृद्धि, सीधी भर्ती के आधार पर नियुक्त किसी कर्मचारी के वास्तव में कार्य ग्रहण करने पर निर्भर थी।

4. राष्ट्रीय राजधानी क्षेत्र दिल्ली की सरकार के प्रशिक्षित स्नातक अध्यापकों (टीजीटी) ने माननीय केन्द्रीय प्रशासनिक अधिकरण की प्रधान पीठ के समक्ष ओ.ए.सं. 3217/2014 दायर की थी। टीजीटी पद के 13 याचिकाकर्ताओं में 1 जनवरी, 2006 से पहले नियुक्त किए गए टीजीटी और 1 जनवरी, 2006 को अथवा उसके पश्चात् टीजीटी के रूप में पदोन्नत अध्यापक शामिल थे। इन 13 कर्मचारियों का वेतन केन्द्रीय सिविल सेवा (संशोधित वेतन) नियमावली, 2008 के संगत प्रावधानों के अनुसार निर्धारित किया गया था और यह वेतन 1 जनवरी, 2006 को अथवा उसके पश्चात् टीजीटी पद पर सीधी भर्ती के आधार पर नियुक्त अध्यापकों के लिए लागू शुरुआती वेतन से कम था। इन याचिकाकर्ताओं ने 1 जनवरी, 2006 को अथवा उसके बाद सीधी भर्ती के आधार पर नियुक्त अध्यापकों के लिए यथा लागू वेतन के अनुसार अपने वेतन के पुनर्निर्धारण की प्रार्थना की थी।

5. माननीय केन्द्रीय प्रशासनिक अधिकरण की प्रधान पीठ ने ओ.ए.सं. 3217/2014 में दिनांक 4/4/2016 के अपने आदेश में याचिका स्वीकार कर ली और सरकार को यह सुनिश्चित करने का निदेश दिया कि किसी भी आवेदक का वेतन, 1 जनवरी, 2006 को अथवा उसके बाद सीधी भर्ती के आधार पर नियुक्त किसी अध्यापक द्वारा आहरित वेतन से निचले स्तर पर निर्धारित न किया जाए। माननीय दिल्ली उच्च न्यायालय ने डब्ल्यू.पी. (सी) सं. 2634/2017 में दिनांक 23/3/2017 के अपने आदेश में माननीय केन्द्रीय प्रशासनिक अधिकरण के दिनांक 4/4/2016 के आदेश को कायम रखा। माननीय दिल्ली उच्च न्यायालय ने दिनांक 23/3/2017 के अपने आदेश में अन्य बातों के साथ-साथ यह टिप्पणी की है कि उपर्युक्त पैरा 2 में यथा उल्लिखित वेतन वृद्धि के अनुरोध का अभिप्राय यह है कि सीधी भर्ती के आधार पर नियुक्त अध्यापक को, वास्तव में वेतन वृद्धि प्रदान किए जाने से पहले कार्यभार ग्रहण कर लेना चाहिए और कार्यभार ग्रहण करने की तारीख अलग-अलग होंगी क्योंकि संवर्ग में सीधी भर्ती के रिक्त पदों का भरा जाना रिक्त पदों की स्थिति, चयन आदि पर निर्भर करेगा। माननीय दिल्ली उच्च न्यायालय ने माना कि इसे स्वीकार नहीं किया जा सकता।

6. माननीय दिल्ली उच्च न्यायालय के दिनांक 23/3/2017 के उपर्युक्त आदेश से उत्पन्न मामले पर माननीय उच्चतम न्यायालय ने विशेष अनुमति याचिका के भाग के तौर पर सुनवाई की और दिनांक 1/9/2017 के अपने आदेश (डा नं. 23663/2017) में यह कहा है कि सरकार के लिए यही उपयुक्त होगा कि मामले का एक बार सिद्धांततः निपटान हो जाने के बाद ही परिपत्र जारी किया जाय। माननीय उच्चतम न्यायालय ने यह भी कहा कि वर्तमान स्थिति के अनुसार वेतन वृद्धि केवल उन्हीं के लिए उपलब्ध है जो न्यायालय आए हैं, चूंकि इस मामले का अन्यथा निर्णय हो गया है, माननीय उच्चतम न्यायालय ने सरकार को इस मामले की तत्काल जांच करने और उचित आदेश जारी करने का निदेश दिया।

7. तदनुसार, उपर्युक्त पृष्ठभूमि के आलोक में और राष्ट्रीय राजधानी क्षेत्र दिल्ली की सरकार के टीजीटी द्वारा दायर ओ.ए.सं. 3217/2014 में उठाए गए मूल मुद्दे पर माननीय उच्चतम न्यायालय के दिनांक 1/9/2017 के विशिष्ट आदेशों के संदर्भ में, इस मामले पर विचार किया गया है। जैसा कि उल्लेख किया गया है, इस मामले में याचिकाकर्ता वे अध्यापक थे जो 1 जनवरी, 2006 से पहले टीजीटी के तौर पर नियुक्त किए गए थे और जो 1 जनवरी, 2006 को अथवा उसके बाद टीजीटी के तौर पर पदोन्नत किए गए थे तथा जिनके पास शिकायत का कारण था क्योंकि 1 जनवरी, 2006 से प्रचलित वेतन संरचना में उनका वेतन, 1 जनवरी, 2006 को अथवा उसके बाद सीधी भर्ती के आधार पर नियुक्त टीजीटी के लिए यथा-निर्धारित शुरुआती वेतन से कम

निर्धारित किया गया था। इस प्रकार, माननीय केन्द्रीय प्रशासनिक अधिकरण, माननीय दिल्ली उच्च न्यायालय और माननीय उच्चतम न्यायालय के उपर्युक्त आदेशों से स्पष्ट है कि वेतन निर्धारण के लाभ का सिद्धांत यह है कि ऐसे कर्मचारियों का वेतन, जिनकी नियुक्ति 1.1.2006 से पहले उस पद पर की गई थी और जो 1.1.2006 से लागू वेतन संरचना में पदोन्नति के पश्चात् उस पद पर नियुक्त किए गए थे और जहां ऐसे पदों के संबंध में 1.1.2006 को या उसके बाद सीधी भर्ती के आधार पर नियुक्त कर्मचारियों के लिए शुरुआती वेतन निर्धारित किया गया है जिससे वेतन में अंतर पैदा होता है, उक्त शुरुआती वेतन से कम नहीं हो सकता। यह किसी पद के कर्मचारियों के संबंध में वेतन में अंतर का मामला है, जो 1.1.2008 को या उसके बाद सीधी भर्ती के आधार पर उस पद पर नियुक्त कर्मचारी के लिए लागू शुरुआती वेतन के कारण उत्पन्न हुआ है, जिसका टीजीटी के पद के उक्त मामले में समाधान कर दिया गया है। केन्द्रीय सिविल सेवा (संशोधित वेतन) नियमावली, 2008 की प्रथम अनुसूची के भाग-क के खण्ड 2 के अनुसार, यदि किसी पद के मामले में शुरुआती वेतन लागू नहीं होता, तो इससे पदधारकों के लिए वेतन में अंतर पैदा नहीं होगा और इसलिए, टीजीटी के मामले के अनुपात के तहत यह शामिल नहीं होगा।

8. तदनुसार, राष्ट्रपति सहर्ष विनिश्चय करते हैं कि ऐसे पदों के संबंध में, जहां केन्द्रीय सिविल सेवा (संशोधित वेतन) नियमावली, 2008 की प्रथम अनुसूची के भाग-क के खण्ड 2 के अनुसार, 1.1.2006 को या उसके बाद सीधी भर्ती के आधार पर नियुक्त कर्मचारियों के लिए शुरुआती वेतन, संगत भर्ती नियमों में सीधी भर्ती के कारक के प्रावधान के कारण लागू होता है, केन्द्र सरकार के ऐसे कर्मचारियों का वेतन जिनकी ऐसे पदों पर नियुक्ति 1.1.2006 से पहले की गई थी और जिनका 1.1.2006 की स्थिति के अनुसार उक्त नियमावली के नियम 7 के तहत संशोधित वेतन संरचना में यथा-निर्धारित वेतन, उस पद पर सीधी भर्ती के आधार पर नियुक्त कर्मचारी के लिए निर्धारित शुरुआती वेतन से कम होता है, तो वह 1.1.2006 से ऐसे शुरुआती वेतन से कम नहीं होगा। इसी प्रकार, केन्द्र सरकार के ऐसे कर्मचारियों का वेतन, जो पदोन्नति के पश्चात् 1.1.2006 को या उसके बाद ऐसे पदों पर नियुक्त किए गए थे और जिनका केन्द्रीय सिविल सेवा (संशोधित वेतन) नियमावली, 2008 के नियम 13 के तहत यथा-निर्धारित वेतन उक्त शुरुआती वेतन से कम होता है, भी 1.1.2006 को या उसके बाद हुई उनकी पदोन्नति की तारीख से ऐसे शुरुआती वेतन से कम नहीं होगा।

9. जहां तक भारतीय लेखापरीक्षा और लेखा विभाग के कर्मचारियों पर इन आदेशों के लागू होने का संबंध है, ये आदेश भारत के नियंत्रक एवं महालेखापरीक्षक से परामर्श के बाद जारी किए जाते हैं।

**अमरनाथ सिंह**

(अमर नाथ सिंह)

निदेशक

सेवा में

- 1) भारत सरकार के सभी मंत्रालय/विभाग (मानक सूची के अनुसार)
- 2) नियंत्रक एवं महालेखापरीक्षक
- 3) संघ लोक सेवा आयोग
- 4) लोक सभा सचिवालय
- 5) राज्य सभा सचिवालय
- 6) एनआईसी

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**Interest bearing advances/Seventh Central Pay Commission  
recommendation on House Building Advance**

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I-17011/11(4)/2016-H.III  
Government of India  
Ministry of Housing & Urban Affairs  
Housing-III Section

Nirman Bhawan, New Delhi,  
Dated : 29.06.2018

**OFFICE MEMORANDUM**

**Subject : Interest bearing advances/Seventh Central Pay Commission recommendation on House Building Advance - enhancement in past cases regarding.**

The undersigned is directed to invite attention to this Ministry's OM No. I-17011/11(4)/2016-H.III dated 09.11.2017 on the above-mentioned subject and to say that it has been decided in consultation with Ministry of Finance to make the aforesaid orders applicable with effect from 1st January, 2016. Accordingly, it has been decided that an enhancement of House Building Advance, if applied for, would be granted to Government Employee for an amount equivalent to the difference between the previously sanctioned amount and the new eligible amount determined on the basis of basic pay as per 7th CPC, in past cases, where HBA was sanctioned on or after 01.01.2016 but before 09.11.2017 subject to complying following conditions:-

- a) The Government employee should not have drawn the entire amount of HBA sanctioned under earlier orders and/or where construction is not completed/full cost towards acquisition of house/flat is yet to be paid.
- b) There will be no deviation from the approved plan of construction on the basis of which the original sanction of House Building Advance was accorded. The revised cost of the original plan can, however, be considered for determining the additional amount, subject to the prescribed maximum limits.
- c) Supplementary Mortgage Deed, Personal Bond and Sureties will be drawn and executed at the expense of the loanee.
- d) The actual entitlement will be restricted to the repaying capacity computed on the basis of the formula laid down in this Ministry's OM No. I-17011/11(4)/2016-H.III dated 09.11.2017. It should be ensured that the entire amount of advance with interest is recovered before retirement of the Government Servant.



e) **Rate of Interest:** The rate of interest will be at 8.50% from the financial year 2017-2018 onwards. This will be reviewed every three years to be notified in consultation with Ministry of Finance. However, the new rate of interest would be chargeable only on collective amount that would remain outstanding on grant of enhancement of HBA, i.e., the unpaid portion of previously sanctioned HBA plus the enhancement so granted. Thus, the amount of HBA that has already been re-paid on old rates will not attract the fresh interest charges.

2. However, the existing limit of maximum admissible amount of Rs. 25 lakhs for the purpose of construction/purchase of new house/flat and Rs. 10 lakhs for expansion of existing house/flat would remain unchanged. In other words, the sum total of previously, sanctioned House Building Advance and the enhancement granted under these orders cannot exceed the aforesaid limits. In any case, not more than one enhancement is admissible to a Government employee.

3. The applications for enhanced House Building Advance should be submitted within six months from the date of issue of this Order.

4. Ministries/Departments with branch offices in the far-flung areas are be advised to give wider publicity to these orders through modern communication means so that there is no occasion for any representation for extending the time limit of six months on the grounds of late receipt of these orders.

5. This issues in supersession of all the earlier orders on the subject.



(Shailendra Vikram Singh)  
Director (IFD)  
Tel: 23062798

To,

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

**Some Important Letters of General Secretary CHQ and Secretary General FNPO  
Addressed to Secretary (P) and Other Officers**

**Request for enhancing the Uniform Allowance From Rs. 5000/- to Rs. 10,000/-**

**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/Uniform Allowance (P'man)/2019

**Date :** 09-02-2019

To,

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

**[Kind Attention : Shri V.P. Singh, Chairman of Dress Allowance Committee]**

**Subject :** Request for enhancing the Uniform Allowance from Rs. 5000/- to Rs. 10,000/-  
in India Post, Postman & MTS Group C Employees and  
include name of India Post, Postmen & MTS Group C  
in above Order Category of employee Serial No. 4.

- Ref. :** (i) No. 19051/1/2017-E-IV, Ministry of Finance,  
Department of Expenditure, New Delhi the 2nd August, 2017  
(ii) No. 23-01/2015-UPE (1) Department of Posts, Dak Bhawan,  
Dated 1st February, 2019

Respected Sir,

As per your Letter No. 23-01/2015-UPE (1) Dated 1st February 2019, I am sending herewith a proposal of NUPE Postmen & MTS Group 'C'.

In continuation of my earlier letter dt. 16-9-2017 and 12-10-2017; I would like to state that in connection of the above cited subject it is to bring to your kind notice that although there was thorough discussion on the subject on part of the (India Post) Postal Employees there is injustice to the eligible staff in regards of **Uniform Allowance** suggested therein. The Postman Staff is not keeping himself under the safe roof of the working place but he has to wander through his beat during **summer, winter or rainy**. He has to face all kinds of seasons in the year in open space. Hence, he would not be compared with the other **Central Government Staff** for the purpose of Uniform Allowance who are doing their duties inside of their offices.

Sir, in this respect it is to state that the **other related allowances** of the eligible staff is also withdrawn and **only one Uniform Allowance is introduced**. The total expenditure incurred for **one year** for all purposes are not taken into account, hence, the details are submitted as per below information and requested to be considered as early as possible.

**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/Uniform Allowance (P'man)/2019

Date : 09-02-2019

The items to be taken into account alongwith the expenditures therein are as under -

(i)	Purchase of Cloth for two Pairs (Per Year) (Pant, Shirt, Blouse, Petticoat, Salwar-Kurta)	Rs. 2200/-
(ii)	Stitching Charges for two Pairs (Per Year) (Pant, Shirt, Blouse, Petticoat, Salwar-Kurta)	Rs. 1500/-
(iii)	Good Quality Shoes (A) One for Rainy Season (Per Year) (B) Another for other seasons (Per Year) (C) Snowshoes to walk on snow-ice (Per Year)	Rs. 3000/- Rs. 2000/-
(iv)	Maintenance of Shoes i.e. polishing (Per Year) Rs. 10 x 4 = 40 x 12 = 480	Rs. 480/-
(v)	Washing and Press (Laundry) (One Uniform for 2 days) (Per Year) Laundry 80 x 4 = 320 per month 320 x 12 = 3840	Rs. 3840/-
(vi)	Overall maintenance in absence of all other allowances (Per Year) including Belt and Socks	Rs. 1000/-
(vii)	Sweater two Pairs (Per Year)	Rs. 2000/-
	In N.E., Assam, Delhi, Haryana, Punjab, H.P., J&K Circle and in other CHQ Circle like UP, Jharkhand separate winter dresses are required therefore two separate full winter dress.	Rs. 4000/-
(viii)	Pagdi/Topi Two Pair	Rs. 300/-
(ix)	Name Plate	Rs. 200/-
(x)	Umbrella	Rs. 300/-
		<b>Rs. 16,820/-</b>

**U.N.I.**

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

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

Ref. No.: NU/P-IV/Uniform Allowance (P'man)/2019

Date : 09-02-2019

**Minimum Yearly expenses are Rs. 16,820/- + Rs. 2000** (Rs. 4000 - 2000 = 2000) additional expenses for Assam, **North East States** and other States where there is snowfall or severe cold for **two separate** full winter dress and at the most **maximum Rs. 18,820/- yearly** expenses are incurred by the Postman/MTS Staff.

Sir, taking into account our cadre is similar to **CRPF/Police Constables** hence the Postal Department Postman and MTS Group C should get minimum Rs. 10,000/- as **Uniform Allowance**. To purchase the **Cloth, Stitching and Maintenance** of it with all other items it is feasible to get Rs. 10,000/- as Uniform Allowance. You are kindly requested to do the needful as discussed above.

As per the above Orders, Category of Employee Serial No. 4 Dress Allowance is Rs. 10,000/- per year. It is requested to please **add name of Postman and MTS Group C, India Post** in the above Orders Category of Employee **Serial No. 4** and give Rs. 10,000/- per year as Dress Allowance.

India Post, Postman and MTS Group C employees are also working in States where there is heavy snowfall, cold and rainfall all year round, they also have to work in conditions where there are terrorists attacks etc. Therefore it is requested to **add name of India Post, Postman and MTS Group C employees in above Order category of Employees Serial No. 4**.

As per existing **washing allowance Rs. 90/- per month**, the proposal for increasing the washing allowance by **7th CPC approximately was Rs. 2400/- per year**. However, the 7th CPC approved Rs. 5000/- by **abolishing washing allowance**, it means only Rs. 2600/- was paid to the employee. That the same is not sufficient to purchase the all **Uniform items**, it is hereby kindly requested to **modify the same to Rs. 10,000/-**.

As you know in 5th CPC and 6th CPC Postman are treated as equal to **CRPF/CPO Constable Police** and their pay has also been fixed accordingly. Therefore it is requested that **Postmen & MTS Group C should get at least Rs. 10,000/- as Dress Allowance**.

A line of action is earnestly solicited at an early date.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and  
S.G. FNPO

**Postponement of LGO Exam 2018**

**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/LGO Exam/2018

Date : 28-12-2018

To,

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

**Subject : Regarding postponement of LGO Exam 2018 -  
Case of West Bengal Circle**

Respected Sir/Madam,

We are very sorry to bring it to your kind notice that the **CPMG West Bengal Circle has postponed** the holding of LGO Examination **due to Cadre Restructuring.**

We therefore request for issue of directions to CPMG West Bengal Circle for holding of LGO Examination as per calendar of Examination.

As there will be ample time for Cadre Restructuring; and due to introduction of new schemes now and then the staff is being **harassed due to shortage.**

Kindly do the needful for holding of **LGO Examination as usual**, please.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and  
S.G. FNPO

CC for information and necessary action  
1. Smt. Soma Ghosh, Circle Secretary,  
NUPE Postmen & MTS Group C,  
West Bengal Circle, Kalighat PO,  
Kolkatta-700026 (West Bengal)

**Filling vacancies in Sports Quota**

**UNI**

**FNPO**

**INTUC**



**FEDERATION OF NATIONAL POSTAL ORGANISATIONS**

**T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-2332 1378.**

**E-mail : tnrahate@yahoo.com / tnrahate@gmail.com**

**Ref. No.:** FNPO/Sport Quota/1/2018

**Date :** 14-12-2018

To,

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

**Subject : Filling all the vacancies in Sports Quota - Regarding.**

Respected Sir,

I feel it very painful to invite your kind attention to the large no. of vacant Posts in all the cadres in Dept. of Posts and especially the vacancies in Sports Quota not filled in by many circles over last four years raising some queries on these vacancies. Many circles are not clear about the category of sport for which the sports quota to be filled. However, we wish to bring to your kind honour's notice that, other Central Govt. Departments are not facing any difficulties in recruitment of sports quota and they regularly undertake recruitments in this quota. Moreover, the candidates recruited through sports quota by other departments like Army, Railway, Income Tax etc. are showing their talents at national sports competitions. In fact, achievement by employees in sports quota at national level is away of publicity of the department, especially the achievements in team games like Cricket, Football, Kabbaddi etc. However, in Dop the annual sports competitions within the department are conducted as a formality only.

In this regard, we request your kind honour to issue clear orders for recruitment of sports quota immediately. Further, we request that, there are many sports persons in GDS Cadre also and they also should be considered for sport quota vacancies in DOP. Also some provision is requested to be made for engagement of sports persons in GDS cadre.

A line of reply with positive action is highly appreciable.

Thanking you,

Yours Sincerely

(T.N. RAHATE)

Secretary General FNPO and  
General Secretary



**Disciplinary action against Editor publishing baseless allegation**



Ref. No.: FNPO/R-III/Maharashtra/Defamatory/3/2018

Date : 10-12-2018

To,

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

**Subject :** Request for disciplinary action against Editor of RMS Worker  
Monthly Journal of October 2018 of All India RMS and MMS Employees Group 'C'  
for publishing baseless allegation of defamatory character against  
National Union of RMS and MMS Employees Group 'C',  
Maharashtra Circle Union and its Office Bearers and  
SRM RMS 'L' Division, Bhusawal, Maharashtra

Respected Sir,

We would like to bring it to your kind notice that the **Monthly Union Journal** namely **RMS Worker** being published throughout India by **All India RMS and MMS Employees Union Group 'C'** under the **license from Department of Posts**.

In the RMS Worker Journal for the **month of October 2018**; one article/letter is published vide No. R-III/25/18/2018 dated 21-8-2018. The copy of that **article/letter is enclosed herewith for your kind perusal**.

In that article/letter the Circle Union of **National Union of RMS and MMS Employees Group 'C' Maharashtra and Goa Circle** and its Circle Office Bearers are very much **badly criticized and allegations of defamatory character are made against them**.

Sir, in fact, by **publishing** this letter/article in the **RMS Worker** monthly Journal of a Union is clear **violation of the Provisions of Rule 5(b) Rule 6 (a) (b) of CCS recognition of Service Association Rule 1993** published in **Chapter No. 33 of "Manual on Establishment and Administration"** and published under **Appendix No. 17 of Postal Manual Volume II**.



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**FEDERATION OF NATIONAL POSTAL ORGANISATIONS**

T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-2332 1378.

E-mail : tnrhate@yahoo.com / tnrhate@gmail.com

Ref. No.: FNPO/R-III/Maharashtra/Defamatory/3/2018

Date : 10-12-2018

Moreover, **Rule 6 (V) of CCS Recognition of Service Association Rules 1993**, clearly states that **“The Service Association” shall not do any act of assist in the doing of any act; which if done by a Government Servant, would contravene any of the Provisions of CCS Conduct Rules - 1964.”**

Resultantly by publishing this article which **challenges the powers of the Divisional Head** and rights of the official. The **Editor** and all concern/signatories may please be dealt severely and for that disciplinary action may be initiated against them; thereby **in future nobody** will dare to violate the code and **conduct of Service Association**.

In last we request that the concerned Authorities may please be directed to initiate disciplinary proceeding against the **Circle Secretary R-III, Maharashtra and Goa Circle** and publisher of RMS Worker for violating the provisions of **Rule 5 (b) Rule 6 (a) (b) of CCS Recognition of Service Association Rule 1993** published in **Chapter No. 33** of Manual on Establishment and Administration and published under **Appendix No. 17 of Postal Manual Volume II and for Violation of Rule 6 (k) of CCS Recognition of Service Association Rule 1993**. The action may be initiated under **CCS Conduct Rules 1964** to avoid further complications and **Court Cases**.

Xerox copy of **Letter/Article published in October 2018 issue of RMS Worker** is attached herewith.

We hope and trust that **appropriate action** will definitely be taken at your end, please.

Thanking you,

Yours Sincerely

(T.N. RAHATE)

Secretary General FNPO

CC for information and necessary action

1. Shri K.K. Sonar

Circle Secretary NU R-III,

Maharashtra Circle

Camp at : Bhusawal

**Combined Duty Allowance**



Ref. No.: FNPO/GDS/Combine Duty Allowance/2018

Date : 30-11-2018

To,

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

**Subject : Request for grant of combined duty allowance to  
single handed BPM**

Respected Sir,

The single handed BPM was getting combined duty allowance for performing other duties i.e. delivery/conveyance of BO Bag, Opening of Letter Boxes etc.

But after GDS Committee Report this allowance has been removed; which is not at all justified as his TRCA is fixed for the work of BPM and other duties are not included in it.

We therefore request for immediate restoration of combined duty allowance to single handed BPM, please.

Thanking you,

Yours Sincerely

CC for information and necessary action

1. Shri Jairam Pagar  
Circle Secretary,  
NU GDS, Maharashtra  
at Murbad-421401
2. Shri Dinesh Chand  
BPM



(T.N. RAHATE)

Secretary General FNPO

**Non-grant of wages as per GDS Committee Report**



Ref. No.: FNPO/GDS/Substitute/Wages/2018

Date : 30-11-2018

To,

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

**Subject : Non-grant of wages as per GDS Committee Report -  
Case of Substitutes working on Vacant Post or Leave.  
Case of BPM and all other GDS Posts.**

Respected Sir,

It has been brought to our notice that after GDS Committee recommendation Orders are issued for new TRCA to GDS.

But the Substitutes working on vacant posts of BPM and other GDS Posts are not getting new wages/TRCA.

This is a great injustice, the wages/remuneration have increased for the post and not for individual, whoever working on the post should get increased TRCA.

It is therefore requested that substitutes working on Vacant Post of BPM or GDS should get the new TRCA and Order/Clarification may please be issued urgently, please.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

Secretary General FNPO

CC for information and necessary action

1. Shri Jairam Pagar  
Circle Secretary,  
NU GDS, Maharashtra  
at Murbad-421401

**Postman & MTS Group C Union Agitation Program**

**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 Notice/2/2018

Date : 27-11-2018

To,

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

**[Kind Attention : DDG (SR and Legal)]**

**Subject :** Postman & MTS Gr-C Union Agitation Program

**Ref.:** Your Office letter No. 8-12/2017( Vol-II) dated 22nd November 2018

Respected Sir,

I am very thankful for your kind communication on the subject.

Sir, it is to bring to your kind Honours notice that the issues are taken since last two years. But the Department did not take proper steps to settle the issues. Most issues are under the purview of the postal board only.

The agitation program is fixed unanimously by the Employees (members) in AIC. My union wants only proper remedial measures from the Department to settle this issues through discussions with staff side. Mere Appeal will not be the solution for long pending problems.

Hence kindly arrange the discussion with Postal board officers to find the solution for the demands raised by the staff side at the earliest.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and

S.G. FNPO

**Joint Notice of Indefinite Strike**

**UNI**

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**FEDERATION OF NATIONAL POSTAL ORGANISATIONS**

**T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-2332 1378.**

**E-mail : tnrhate@yahoo.com / tnrhate@gmail.com**

**Ref. No.:** FNPO/GDS/Indefinite Strike/2018

**Date :** 27-11-2018

To,

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

**Subject :** Joint Notice of Indefinite Strike from 18-12-2018  
issued by General Secretary NU GDS and General Secretary NU GDS Union

Respected Sir,

The joint notice of Indefinite Strike from 18-12-2018 issued from the GDS Union.

We have gone through the Charter of Demand enclosed with Strike Notice and noted that being deceived by the Department; while implementing the GDS Committee Report/Recommendations, they are compelled for this action of Indefinite Strike.

We fully support the call of Indefinite Strike and request that discussion and settlement on Charter of Demand should be held with Union Representatives to avoid Indefinite Strike in the larger interest of Department and Staff, please.

Thanking you,

Yours Sincerely

Enclosed : Notice Copy and  
Charter of Demand

(T.N. RAHATE)

Secretary General FNPO

CC for information and necessary action

1. Shri P.U. Murlidharan,  
General Secretary NU GDS  
T-24, Atul Grove Road, New Delhi;

Please, in future before issue of Strike Notice he should discuss/consult with Secretary General, FNPO in the interest of NU GDS and FNPO.

(T.N. RAHATE)

Secretary General FNPO

**Grant of Limited Trade Union Facilities**

**UNI**

**FNPO**

**INTUC**



**FEDERATION OF NATIONAL POSTAL ORGANISATIONS**

**T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-2332 1378.**

**E-mail : tnrahate@yahoo.com / tnrahate@gmail.com**

**Ref. No.:** FNPO/NU GDS/Recognition/2018

**Date :** 26-11-2018

**Reminder II**

To,

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

**[Kind Attention : Shri Shailendra Dasora, DDG (SR & Legal),  
Department of Posts, Dak Bhawan, New Delhi]**  
**Subject : Request for grant of limited Trade Union facilities  
to NU GDS at par with BDKS Union**

Respected Sir,

The Federation has written a letter to your kindself dt 5-9-2018, but till date no reply has been given nor any action has been taken. Therefore, a reminder is being sent to your kindself. It is requested to please take the action as early as possible.

We have already written to your office for the **grant of limited Trade Union facilities at par with BDKS Union.** (NU GDS 13.5% Membership and BDKS 2 to 3% Membership).

Even the General Secretary of **NU GDS** has also made the similar request.

Sir, now-a-days the Department is proceeding **fast for IPPB, IRCT and other schemes upto village level that is our Branch Offices are linked with mobile and networking.**

It is need of the hour that our **GDS Staff should get a platform to bring to the notice of Department the practical difficulties in day to day functioning of transactions and many day to day minor problems.**

We therefore request the **NU GDS may be granted limited Trade Union facilities** for better functioning, please.

Thanking you,

Yours Sincerely

(T.N. RAHATE)

Secretary General FNPO

CC for information and necessary action

1. Shri Manoj Sinhaji,  
Minister of Communication of IT,  
Electronic Niketan, 6 CGO Complex,  
Lodhi Road, New Delhi-110001
2. Shri P.U. Muralidharan,  
General Secretary, NU GDS (FNPO)

(T.N. RAHATE)

Secretary General FNPO



**Combined Duty Allowance Case of Single Handed BPM**

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**FEDERATION OF NATIONAL POSTAL ORGANISATIONS**

**T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-2332 1378.**

**E-mail : tnrhate@yahoo.com / tnrhate@gmail.com**

No: FNPO/GDS Combine Duty Allowance/2018

Date - 20-11-2018

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

**Sub :** Request to grant combined duty allowance case of  
single handed BPM.

Requested Sir,

We would like to bring at to your kind notice that previously the single handed GDS BPM performing during of delivery of mails, conveyance of BO bag, Packer duties was being granted combined duty allowance.

But now in the GDS committee report this combined duty all allowance is removed which is not proper as the single man BPM is performing the duties other than duties of BPM should not be treated as bounded Labor.

We request that necessary action may kindly be taken to restore the combined duty allowance to single handed BPM as per previous practice please.

Thanking you,

Yours faithfully,

T N Rahate  
Secretary General



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**Counting GDS Service for Pension**

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**UNI**

**FNPO**

**INTUC**



**FEDERATION OF NATIONAL POSTAL ORGANISATIONS**

T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-2332 1378.

E-mail : tnrhate@yahoo.com / tnrhate@gmail.com

No: FNPO/99/Pension/2018

dated the 19/11/2018

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

**Subject :** Counting GDS service for the purpose of pension - Regarding.

- Ref :** 1) No. 19-25/2015-GDS (Vol-II) Government of India, Min. of Comm. Dept. of Posts  
dtd. 13-04-2018
- 2) No-99-22/2012-Pension, Govt. of India, Min. of Comm. Dept. of Posts (Pension Section)  
dtd. 20-07-2018

Honorable Sir,

With reference to above subject and references, heads of all Postal Circles were directed to intimate information regarding GDS Employees who have completed minimum 20 years service as GDS and appointed after 01/01/2000 as Regular GR.D. (MTS) or GR.C. (Postmen) Employee, but retired after completing 9 years but less than 10 years of regular service for grant pension as a number of SLP before Supreme Court are pending on the issue.

In this regard, we wish to bring to your kind honor's notice that, there are many retired employees falling under these conditions but not receiving pension even after rendering more than 30 years of service in department of posts. We further request your kind honor to consider such cases on top priority basis and extend suitable justice to all the concerned retired employees as well as currently serving employees who satisfy these conditions at the earliest.

Awaiting a line of reply followed by a positive action.

Thanking you,

Yours faithfully,

(T N RAHATE)  
Secretary General

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**Health Scheme for Postal Employees**

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**FEDERATION OF NATIONAL POSTAL ORGANISATIONS**

T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-2332 1378.

E-mail : tnrhate@yahoo.com / tnrhate@gmail.com

Ref. No.: FNPO/Health Scheme/P.E/1/2018  
.....

Date : 12-11-2018  
.....

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

**Subject :** Introduction of Health Scheme for Postal Employees at par with IPPB.

Respected Sir,

W.r.t. above subject, we as representatives of the postal employees wish to invite your kind attention to lack of a sound health scheme for our postal employees and pensioners. Presently, our employees and pensioners are covered by the CGHS or by CS(MA) Rules for their medical needs. In this connection, we are putting following few lines of your kind honour's sympathetic consideration please.

Under the CGHS Scheme, employees and pensioners have to take medical treatments in any of the empanelled hospitals under the CGHS Scheme and the expenditure incurred by them is reimbursed as per the rates specified under the CGHS Scheme from time to time. Here, we wish to bring to your kind honour's attention that the CGHS scheme is available in metro and other big cities only and not in every part of the nation. Thus, the central government employees and pensioners residing outside the CGHS covered areas as governed by the Central Services Medical Attendance (CSMA) Rules.

Under CS(MA) Rules, the employees have to take treatments in Government Hospitals only and then only the reimbursement for expenditure incurred by them over the medical treatment is made. Moreover, where any employee falling under CS(MA) Rules takes medical treatment in any private hospital out of any medical emergencies, their claims for reimbursement of the expenses are rejected for not

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T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-2332 1378.

E-mail : tnrhate@yahoo.com / tnrhate@gmail.com

Ref. No.: FNPO/Health Scheme/P.E/1/2018

Date : 12-11-2018

availing the treatment in government hospital. But if we consider the conditions of treatments available in most of the government hospitals in these days, it may be like putting the patient's life in danger as there is lack of advanced medical facilities, specialist doctors etc. during the emergencies in these hospitals. As a result of poor facilities in government hospitals, the employees avoid to avail any treatment in these hospitals.

Further for a pensioner residing outside the CGHS covered area, a Fixed Medical Allowance of Rs. 1000/- per month is paid through monthly pension which is very negligible amount considering a huge medical costs in these days of high inflation.

Thus introduction of some sound cash less health insurance scheme for postal employees and pensioners is real need of the time. It is learnt from some sources that, for employees of India Post Payments Bank (IPPB), some cashless health scheme is provided through the Oriental Insurance Company (Raksha TPA). So, we request your kind honour to apply the same facility at par for the postal employees and pensioners also.

Hope you will consider our genuine demand sympathetically and come out with an early positive solution over the same.

Thanking you,

Yours Sincerely

T N RAHATE

SECRETARY GENERAL

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**Maintenance of Proper Decorum in Office**

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**UNI**

**FNPO**

**INTUC**



**FEDERATION OF NATIONAL POSTAL ORGANISATIONS**

T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-2332 1378.

E-mail : tnrhate@yahoo.com / tnrhate@gmail.com

**Ref. No.:** FNPO/Staff/CSI/Problem/Allahabad KUT-JAT/Cases/2018  
.....

**Date :** 08-11-2018  
.....

To,

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

**Subject :** Maintenance of punctuality and proper decorum in Office.

**Ref.:** The Ministry of Communication, Government of India, New Delhi-110001

Notification No. 6-1/2012/PA (E) dated 6-11-2018.

Respected Sir,

In connection of the above cited subject it is to bring to your kind notice that the staff and the Service Unions are always welcome the instructions in the Office.

Sir, while observing the above said Notification in the month of November 2018 it is not understood how the said Notification issued after the ill motivated anti social elements at Allahabad Kutchery PO in UP Circle as well as Jat PO in Maharashtra Circle. In both cases the staff of those POs are innocent. In both cases the relation of punctuality and decorum not least concerned. But due to failure of Net and the system adopted by the Department is responsible.

Sir, the Departmental Officers are very safe in their Air Condition Rooms/Offices, but the staff who are facing the difficulties due to failure of Net/Power or New System (CSI) adopted by Department is totally responsible for anger of member of public. The higher class officers are reporting misleading reports to the Department for each new systems duly treated as completed or okay without ascertaining it. This cause the issues like Allahabad Kuchetry and Jat. The staff on duty have to face the wrong deeds of the Officers due to incomplete directives of the Department due to hurry or any pressure of time limit they may submit the said misleading reports. Now from all parts of the Country/All Circles

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**FEDERATION OF NATIONAL POSTAL ORGANISATIONS**

T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-2332 1378.

E-mail : tnrhate@yahoo.com / tnrhate@gmail.com

Ref. No.: FNPO/Staff/CSI/Problem/Allahabad KUT-JAT/Cases/2018

Date : 08-11-2018

the CSI Roll Out is successful. But what are the day to day difficulties the staff and the members are facing are not considered at the concerned level upto expected points.

Sir, in this juncture you are therefore kindly requested to call for the detail reports of the shortcomings/ drawbacks as well as the difficulties faced by the Operators at ground/gross root level. Till then problems of grass root level not solved there would be instances like Allahabad Kutchery and Jat will be occurred even and then. The remedial measures are not seen in connection of the above instances. Post Offices to safeguard the premises as well as lives of the staff and other innocent member of public. In Allahabad Kutchery PO case the Anti Social Elements are the higher educated ones. Their behaviour is not sustainable in any case with regard to their occupation.

Sir, your kind Honour therefore kindly requested to take necessary steps as requested above at an early date. The staff is under your kind control you may scold them at any time it is not understood how the outside elements are doing unnatural behaviour and caused loss of Government as well as private property as reported in newspapers.

Sir, it is requested to take suitable steps at your kind end at an early date. A line of action is earnestly solicited from your kind end.

Thanking you,

Yours Sincerely

(T.N. RAHATE)

Secretary General FNPO and  
General Secretary

CC for information and necessary action

1. Minister of Communication and IT

Electronic Niketan,

6, CGO Complex, Delhi-110003

2. All General Secretaries,

FNPO Affiliated Unions and

FWC Members

**Postpone the Technology Training During Diwali**

**UNI**

**FNPO**

**INTUC**



**FEDERATION OF NATIONAL POSTAL ORGANISATIONS**

T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-2332 1378.

E-mail : tnrhate@yahoo.com / tnrhate@gmail.com

Ref. No.: FNPO/Training Program/2018 .....

Date : 02-11-2018 .....

To,

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

**Subject :** Request to postpone the Technology Training  
during the period of Diwali the most important festival of India.

Respected Sir,

In connection of the above cited subject it is to bring to your kind Honour's notice that the TCS is going to organise the Training Programs for Postal Assistant Cadres as well as Postman/MTS during Diwali period. Most of the people celebrate it. The Department of Posts is having major pressure of all kinds of articles for delivery in same period. This training will badly affect the smooth delivery of postal articles as well as Parcel Amazon etc. due to shortage of staff.

Sir, you are therefore requested to direct the concerned to postpone the training period during 5th November to 9th November 2018 to further from 10th November onwards.

I hope your kind Honour will do the needful.

A line of early action is earnestly requested.

Thanking you,

Yours Sincerely

(T.N. RAHATE)

Secretary General FNPO and  
General Secretary

- CC for information and necessary action
1. Member (Tech), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001
  2. All General Secretaries and  
All Circle Secretaries

**To Scrap the New Pension Scheme**

**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/NPS Scrapping/2018

Date : 27-10-2018

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

**Subject : Request to scrap the New Pension Scheme  
vis-a-vis dissatisfaction among the staff under the said scheme**

Respected Sir,

In connection of the above cited subject it is to bring to your kind notice that there is ample dissatisfaction and **anger towards the New Pension Scheme in the Department of Central Government Employees who entered in the Department after 31-12-2003.**

Sir, compared to the facilities as well as the benefits of Pension Scheme 1972 the **New Pension Scheme is nothing but to treat the Employees as they are no one to the Department after their retirement.** The said New Pension Scheme is nothing but total insecurity to them. Hence, there is oppose to this scheme from all parts of the nation and all parts of the corner of the Central State Government Employees.

Sir, it is observed that the Government/Department is not accepting any responsibilities likewise the **Old Pension Scheme of 1972.** They do not confirm whether the minimum of the Pension as assured in Old Pension Scheme would be given to them.

Sir, on the other hand the **MLC/MLA or the political leaders** who completed their tenure of **5 years** are getting pension as per Old Pension Scheme. Not only that but one who is member of State Assembly and **in next 5 year he becomes the MLA** he gets **two Pensions separately.**

The employees who are rendering their **service of 25 to 30 years** are not eligible for Old Pension Scheme but who are not employees are enjoying the Old Pension Scheme for mere 5 years tenure in politics. It is nothing but ridiculous one and also injustice on the loyal employees.

Sir, Regarding New Pension Scheme, no ruling has been issued in the Parliament. Therefore new pension scheme should be based on the rulings of Pension Scheme 1972. Now-a-days the employee's money is being invested in Share Market which is not safe. Therefore employees old pension scheme should be followed.

If it is necessary to formulate new pension scheme then it should be as per the Pension Rule of 1972.

Sir, you are therefore kindly requested to put forth this issue at appropriate stage being our Head of the Postal Family.

I hope your kind Honour will convince the same. A line of action is earnestly expected from your kind end.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

Secretary General FNPO and  
General Secretary

CC for information and necessary action

1. Circle Secretary  
FNPO Affiliated Union

**Grant of Old Pension and Recovery of GPF from Pay**

**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/Old Pension/Gajendra Singh MTS/Allahabad HO/2018

**Date :** 27-10-2018

To,

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

**Subject :** Request for grant of Old Pension and Recovery of GPF from Pay -  
Case of Shri Gajendra Singh, MTS (Group D), Allahabad HO.

**Ref.:** DO Letter No. 99-24/2002-Pen dated 14th September, 2018  
from **Shri A.N. Nanda, Secretary (P), Department of Posts**

Respected Sir,

We would like to bring it to your kind notice that vide **DO Letter captioned above;** all the CPMGs are asked to submit the information required and mentioned in the **said DO.**

However, one of the case of **Shri Gajendra Singh, MTS,** of Allahabad HO is sent herewith for request to Order the **recovery of GPF** and allowing him **Old Pension Scheme** as he is working as MTS from 1-5-2013 and **retiring on 30-6-2022** completing **service of 9 years 2 months.** Previously, he was working as **GDS from 2-6-1981 to 30-4-2013** i.e. for **31 years 10 months 18 days.**

It is requested that as per Court Order he may be **allowed GPF Recovery and Old Pension Scheme,** please.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and

S.G. FNPO

CC for information and necessary action

1. Shri Gajendra Singh  
MTS, Allahabad



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**Cash Handling Allowance to  
Cash Overseers at par with Treasurer**

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**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**

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

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Ref. No.: NU/P-IV/Cash Handling Allowance/CO/2018  
.....

Date : 27-10-2018  
.....

To,

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

**Subject : Request for grant of Cash Handling Allowance to  
Cash Overseers at par with Treasurer**

Respected Sir/Madam,

We would like to bring it to your kind notice that during discussions in the 21st AIC of our NUPE Postmen & MTS Group C, CHQ held on 7th to 9th October, 2018; the demand was placed that the Cash Overseers may be **granted Cash Handling Allowance** at par with Departmental Treasurer.

It is therefore requested to take necessary action to grant **Cash Handling Allowance** to the **Cash Overseers** at par with Treasurer, please.

Thanking you,

Yours Sincerely



CC for information and necessary action

1. All Circle Secretary

And CHQ Office Bearers

(T.N. RAHATE)

General Secretary and

S.G. FNPO

**To Pay Two Increments on 1-1-1996 to eligible Postman 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/Two Increment/P'man/2018  
.....

**Date :** 25-10-2018  
.....

To,

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

**Subject : Request to implement the Orders of the Department  
to pay two increments on 1-1-1996 to the eligible Postman Staff.**

Respected Sir,

In connection of the above cited subject it is observed that the Directorate issued the Order of granting two increments to the Postman Staff who lost them while implementing 6th CPC.

Sir, though the official who are given relief by the Directorate taking into consideration of the facts and figures. But the said Orders are not yet be implemented by the concerned. Hence, the eligible Postman Staff is deprived of the Order and facing hardships.

Sir, you are therefore kindly requested to direct the concerned to implement the same without loss of further time.

A line of action is earnestly solicited from your kind end.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and

S.G. FNPO

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**Take Action Against Using Wrong Answer Key**

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**U.N.I.**

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Ref. No.: NU/P-IV/Answer Key/J&K/2018  
.....

Date : 25-10-2018  
.....

To,

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

**Subject : Request to take action against using wrong answer key  
and declare the officials failed in the Postman Examination for the year 2017-18  
(Case of J&K Circle)**

Respected Sir,

There are complaints about the answer key used for the checking of the answer papers for the said examination held during year 2017-18.

Sir, it is observed that one of the official Shri Rajeev Vaid (MTS, Jammu Tawi HO) requested and brought the discrepancies to all the concerned. But no one is taking interest to reply him or put the fact to the concerned. It seems injustice on the part of the candidates who appeared for the said Examination you are therefore kindly requested to direct the concerned to investigate the case at the earliest and the candidates who are shown failed due to wrong answer key should be shown passed and accommodate them as soon as possible in Postman cadre.

A line of early action is expected from your kind end.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and

S.G. FNPO

**Grant One Increment to the Official who retires on 30th June**

**U.N.I.**

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

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Ref. No.: NU/P-IV/One Increment/Retiree/17 Months/2018

Date : 25-10-2018

To,

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

**Subject : Request to grant one increment to the official  
who retires on 30th June after rendering full 12 month service.**

Respected Sir,

In connection of the above cited subject it is observed that the official who rendered the full 12 months service is getting one increment in his entire service regularly. But when official is going to retire on 30th of every June is not getting one increment and his pension is fixed on the Basic Pay of last one year.

Sir, it is injustice on him as he regularly rendered his service for 12 months at the juncture of retirement and he is retiring on 1st of July from Government Service. It is his right to earn one increment to be added to the last pay drawn.

Sir, you are therefore kindly requested to consider the aspect and verdict of the different CAT, Courts and direct the all concerned to draw the said one increment while the official retiring on the 30th June.

I hope your kind Honour will consider the fact and do the same.

A action in the matter is earnestly solicited.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and

S.G. FNPO

**Gross Discrimination while granting Dress/Uniform Allowance**

**U.N.I.**

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Ref. No.: NU/P-IV/Dress Allowance/2018

Date : 25-10-2018

To,

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

**Subject : Gross discrimination while granting of Dress/Uniform Allowance**

Respected Sir,

In connection of the above cited subject it is to bring to your kind notice that there is gross dissatisfaction in the employees of Department of Posts due to very less sanction of the Dress/Uniform Allowance of Rs. 5000/-.

Sir, taking into consideration of the weather of full one year at the different part of India the eligible staff have to purchase the necessary clothing as well as the accessories for need to face the atmosphere during their duty hours. Compare to the market price of all of these material the amount of Rs. 5000/- is very less and it is difficult to manage within it.

Sir, you are therefore kindly requested to look into the matter and arrange to increase the same from Rs. 5000/- to Rs. 10,000 as per other Government Servants.

I hope your kind Honour will consider the same.

A line of action is earnestly expected.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and

S.G. FNPO

**Problems of CSI in Delivery**

**U.N.I.**

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

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

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Ref. No.: NU/P-IV/CSI/P' man Delivery/2018

Date : 14-10-2018

To,

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

**[Kind Attention : Smt. Sridevi, DDG (Tech), Dept. of Posts, Dak Bhawan]**

**Subject : Problems of CSI in Delivery Point of View of Postmen Staff**

Respected Sir,

In connection of the above cited subject it is to bring to your kind notice that the **CSI Roll out** is done in the Circle. **Before CSI the postmen** were getting the delivery slip for delivery in time and they were used to return within stipulated time period.

Sir, as the CSI replaced in the Postal Delivery Branch, the Postmen staff is getting the delivery **slip at 12.00 hrs or 13.00 hrs everyday**. Thereafter they are going to their respective beats. Due to late receipt of **delivery slip** they are returning late to office for their returns to the concerned. Thus the delivery **staff is doing 11 to 12 hours duty daily**, without remuneration.

Sir, you are therefore kindly requested to look into the **matter personally and direct** the concerned **to effect delivery in time or arrange to give OTA for extra duties**.

A line of action is earnestly solicited from your kind honour.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and

S.G. FNPO

CC for information and necessary action

1. All Circle Secretaries

From NUPE Postmen & MTS Group C

To discuss some issues on dying cadre

UNI

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**FEDERATION OF NATIONAL POSTAL ORGANISATIONS**

T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-2332 1378.

E-mail : tnrhate@yahoo.com / tnrhate@gmail.com

Ref. No.: FNPO/Civil Wing/GS/2018

Date : 14-10-2018

To,

Shri A.N. Nandaji,  
Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject :** Request to offer appointment to the both Union Representatives  
of **Civil Wing Employees** to discuss their some issues on dying cadre - regarding

**Ref.: DOPT Letter No. 1-11011/5/2013-CRD dated 14-9-2018**

Respected Sir,

In connection of above cited subject please refer the letter **No. NUP CWE/GS/2018 dated 25-9-2018** for appointment to discuss the said issues in person.

Sir, the employees are being unrest to the word "dying cadre" hence to clear the reference contained in the meeting is having vital importance.

Sir, you are therefore kindly requested to call both the Unions Representatives and discuss the issue so that the unrest amongst the staff would be clarified.

I hope your kind Honour will do the needful. A line of action is earnestly solicited from your kind end.

Thanking you,

Yours Sincerely

(T.N. RAHATE)

Secretary General FNPO and  
General Secretary

CC for information and necessary action

1. Shri K. Shivdasan  
General Secretary  
NU Civil Wing, FNPO

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## GDS Engagement Rules

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

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Ref. No.: FNPO/Suggestions/3/2018  
.....

Date : 04-10-2018  
.....

### Reminder I

To,

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

**[Kind Attention : Shri S.B. Vyavahare, ADG (GDS & PCC),  
Department of Posts, Dak Bhawan, 4th Floor, New Delhi]**

**Subject :** Change of GDS Engagement Rules and Engagement of Gramin Dak Sevaks (GDS) in Department of Posts from local candidates - Regarding.  
(Recruitment Rules not applicable to GDS Employees. Only Engagement Rules are applicable thus GDS recruitment should be made from the local rural area or from Taluka/Zilla area only).

Respected Sir,

This is with reference to our letter dated 16/23-8-2018 send to your kindself. But till date we have not received any reply nor any action has been taken, therefore I am sending a reminder in this context.

It is requested that please make changes in GDS Recruitment (Engagement Rule) as per old ED Recruitment Rule only. Because these employees will have to do IPPB work also and we can have full trust on local candidate. Also there will be no trouble to Departmental employees. Local GDS candidate will not do any fraud because he will be responsible to village and Gram Panchayat also.

W.r.t. above subject we would like to invite your kind attention to the current process of **engagement of Gramin Dak Sevaks (GDS)** in Department of Posts and certain modifications required in the same.

As per the current procedure, **engagement of Gramin Dak Sevaks (GDS) in Department of Posts** is made by inviting online applications at all India level from eligible candidates. In this procedure, academic merit of applicants is considered for their engagement as GDS.

In practice, the GDS employees are connected directly with common people during their daily duties, especially in remote rural areas of the country. In fact, these GDS are the connecting bond between the government and common people. Thus while engaging any GDS employee, the language



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Ref. No.: FNPO/Suggestions/3/2018 .....

Date : 04-10-2018 .....

known by the applicant and also his relationship with common people in remote rural areas should have been given top most priority.

However, as per the prevailing system for engagement of GDS, both the facts i.e. knowledge of local language and relationships with local people are not considered at all. As a result of this, in many areas, GDS not only outside the village or district but outside the concerned state are being engaged. This practice of engagement of GDS staff is creating a much communication gap between the GDS employee and the concerned rural people which ultimately resulting in widening the gap between a common man and the most trusted department of posts which is delivering various social schemes of union government to the last citizen of our country.

Amidst this situation, we would like to suggest for certain modifications in the prevailing engagement procedure of GDS in Department of Posts. Since GDS Employees are governed by engagement rules and not by appointment rules, we would like to request that engagement to the posts of GDS may be made by inviting applications at local levels restricted up to the concerned district of engagement. We further request that, for engagement as GDS, preference may be given to **local candidate in the village or tehsil only**. Modification in engagement rules as suggested will definitely **help in smooth delivery of various social beneficial schemes** introduced by our government to the last citizen in remote rural areas of the country.

Recruitment Rules are not applicable to GDS. Department has created Engagement Rules for the appointment of GDS, therefore **GDS should be engaged only from the local rural area** (Gram Panchayat) or from the **village area covered under Gram Panchayat**; or from the **villages covered under the Taluka Panchayat** or from the **villages covered under Zilla Parishad** and no any other place, **therefore the old ED Recruitment Rules are only applicable for the engagement of GDS**.

Hope, your kind honour will consider the suggestion and also take some positive step in this regard.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

Secretary General FNPO and  
General Secretary

**Problems pertaining to RMS and MMS Employees**

UNI

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**FEDERATION OF NATIONAL POSTAL ORGANISATIONS**

T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-2332 1378.

E-mail : tnrahate@yahoo.com / tnrahate@gmail.com

Ref. No.: FNPO/JCA RMS/5/2018

Date : 24-09-2018

To,

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

**Subject :** Problems pertaining to RMS and MMS Employees.

**Ref.:** Charter of Demand issued by the **JCA of NFPE & FNPO R-III/R-IV**

Respected Sir,

Please refer the Charter of demand issued by the **Central JCA of R-III and R-IV Unions** on their various issues related to the Service matter conditions and the shortage of staff.

Sir, to meet the day to day challenges of the Department to achieve the **manyfold targets** and to remain ahead of the competitor the staff have to remain alert in all respect. But due to non-availability of required staff and the sufficient requirements it is **very difficult** for the staff to achieve the goal of the Department.

Sir, therefore the **JCA put forth the legitimate 21 demands** which are well in purview of the Department. If those demands are discussed on table there may be way to sort out many issues by way of the discussion and there would be progress in the Department itself.

Sir, to meet the requirements of the new generations the Department has to be ready in all respect. Hence, it is humble request to your kind Honour to consider the **21 Charter of Demands put forth by the JCA.**

I hope your kind Honour will do the needful and sort out the issues at your level best.

A line of early action on the subject is earnestly solicited from your kind end.

Thanking you,

Yours Sincerely

(T.N. RAHATE)

Secretary General FNPO and  
General Secretary

CC for information and necessary action

1. General Secretary,  
FNPO NU R-IV and  
NU R-III

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## Unending problems of SAP

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Ref. No.: FNPO/Sap/Problems/1/2018  
.....

Date : 11-09-2018  
.....

To,

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

**Subject : Unending problems of SAP - Regarding**

Honourable Sir,

W.r.t. above subject, we sincerely wish to invite your kind attention to the unending and ever deepening problems of SAP module used in post offices all over the country.

It is more than two years now, the Department of Posts has procured SAP module as a part of its project, Core System Integration. However, till date even after giving sufficient time to the software vendor, the SAP System has not been stabilized for its smooth functioning.

In fact while adopting and implementing any technological change, the main objective should be reduction in human efforts, fluency and convenience in services to the customers, time saving etc. However, the new technology adopted by Department of Posts under the project of CSI is playing exactly adverse role than the actual expectations. Where the department is facing acute shortage of staff over last many years, it was assumed that the new technology may give some relief to the problem of shortage of staff by adopting this new CSI System. But, now it seems that all our expectations are in vague.

Since implementation of CSI in any Postal Division, the SAP Module which is being used for Financial & Accounting as well as for Mail Delivery purposes has not been performing smoothly. For any transactions done by the counter staff in POS Module, figures of the same are not reflecting in Daily Account of the office on real time basis or within sufficient time. It takes more than a week to get the figures reflected in the Daily Account. Thus, the long practice of tallying daily account, over last 160 years has now become a dream with adoption of new technology. Moreover, the same module of SAP is used for invoicing of Accountable Articles (Registered, Speed, eMOs, VPs etc.) to the postmen as well as to the Branch Offices. However, since last few months, this module of SAP

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Ref. No.: FNPO/Sap/Problems/1/2018 .....

Date : 11-09-2018 .....

has developed such a hazardous problem that the accountable articles cannot be invoiced to the postmen and to the BOs within their timing of leaving for delivery of the articles. Thus, the entire delivery system of our department has been hampered to a great extent. Generation of the various reports relating to delivery work for e.g . Registered Abstract, Speed Post Abstract, Parcel Abstract, Postman Performance Reports etc. as per ruling, in the new module of SAP is yet another unsolved issue.

In such situation, the higher authorities instead of warning the software vendor for removal of the problem immediately, pressing hard the lower level staff for maintenance of the records manually i.e. preparation of postman delivery slips, tallying daily accounts etc. As a result of this kind of work, any article booked in POS module and delivered through manual invoicing process cannot be tracked up to delivery status using article tracking service on our departmental website, which has ultimately resulted in increased complaints regarding delivery of accountable articles at all levels and also in increased human work at the ground level.

A month ago, the software vendor M/s TCS was directed to provide stable solution for the recurring problem of SAP. But it's more than a month now, there seems no progress from the vendor and the systems are failed to be stable. In this scenario, my union requests your kind Honour to bring out some permanent solution to the daily problems faced while working in SAP. Otherwise, we also request you for restoration of our previous modules of Meghdoot Postman and Speednet for delivery of accountable mail purpose. In these previously used softwares for deliver work, there was option of track and trace for the customers and the same softwares were more convenient for our staff for maintaining records relating to delivery also.

A line of positive reply with solution will be highly appreciated.

Thanking you in anticipation.

Yours Sincerely



(T.N. RAHATE)

Secretary General FNPO and  
General Secretary

CC for information and necessary action

1. Shri Salim Hauq,  
Member (Technology),  
Department of Posts,  
New Delhi-110001
2. All FNPO General Secretaries

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**Floods and natural calamity in Kerala**

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Ref. No.: FNPO/Kerala Floods/2/2018  
.....

Date : 06-09-2018  
.....

To,

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

**Subject : Floods and natural calamity in Kerala -  
Extending helping hands to our staff**

Respected Sir,

With great respect I place the following for your kind consideration and necessary action. You are aware that unprecedented natural calamity/floods have caused havoc in the Kerala State after 1924. A large number of public persons have died or have been temporarily displaced. Property and infrastructure worth crores of rupees have been damaged. Our fellows of Departmental/GDS staffs were affected by the natural calamity and need our help at this critical hour to tide over and to rebuild their lives.

The Chief Postmaster General, Kerala Circle has extended full cooperation to the State in the measures for rescue, relief and rehabilitation besides, direct assistance to the affected people.

On 28th and 30th of August, 2018 I, alongwith Shri K. Sivadasan, General Secretary, NUPCWNGE, FNPO had made an extensive tour in the State to have a firsthand information about the loses and sufferings of FNPO Union Members and met all Circle Secretaries of FNPO affiliates and also attended the Circle Working Committee NUPE P-IV & MTS at Malappuram. From the above I could understand that all of our Staff Members working in the State have been affected very badly in one or the other way and they need all support from our Department to tide over and rebuild their lives for which I submit the following requests to your kind self for consideration.

1. All Staff members in the State irrespective of cadres may be granted a lump sum amount of Rs. 50,000/- for the loss of household items.
2. All Circle Heads may be directed including the Directorate's Officers and Staff to contribute a fixed amount from their salary and make the payment to the Chief Postmaster General,

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Ref. No.: FNPO/Kerala Floods/2/2018 .....

Date : 06-09-2018 .....

Kerala Circle under the head KERALA POSTAL RELIEF FUND through National e-biller (ID15017) so as to enable them to meet the requirement of GDS staff.

Over and above, I would like to state that most of the Postal Office Buildings including rented are requiring heavy repair and maintenance. In this connection it is submitted that as on date in Kerala only one Civil Division and one Electrical Sub-Division are there that too without a regular Executive Engineer in Civil Division. With this infrastructure the work cannot be completed for another five years for attending the repair and maintenance works of Civil and Electrical. Therefore we propose as follows:-

- a) Immediate posting of regular Executive Engineer in Postal Civil Division, Trivandrum.
- b) Temporary transfer of four Civil Sub-Divisions and two Electrical Sub-Divisions with full strength of Junior Engineers and Clerical Staff for a period of one year
- c) Shifting of one Civil Sub-Division from Trivandrum to Trichur
- d) Repairing of rented/GDSPM P.Os. Departmentally and the expenditure incurred thereon may be recovered from the owner of the building in sixty installments with their consent and agreement thereon.

As a responsible Federation we are being requesting all members of FNPO through their General Secretaries to contribute liberally to the aid of GDS staff considering as our responsibility and raising to help the postal family members to keep the postal fraternity.

I hope your kindself will consider the above proposals favourably.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

Secretary General FNPO and  
General Secretary

CC for information and necessary action

1. Shri K. Sivadasan,  
General Secretary,  
Civil Wing, FNPO
2. Shri P.U. Muralidharan,  
General Secretary, NU GDS
3. All Circle Secretaries  
FNPO Affiliated Unions,  
Kerala Circle

## **General Secretary Letters to the Secretary (P), Department of Posts From October 2018 to December 2018**

1. NU/P-IV/21<sup>st</sup> AIC/List of Office Bearers CHQ/2018-20 dt. 10-10-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **(Kind Attention : Director (SR & Legal) , Dak Bhawan). Subject :** List of newly elected Office Bearers of National Union of Postal Employees, Postmen & MTS, Group C, CHQ during 7th to 9th October 2018 for the year 2018-2020.
2. NU/P-IV/CSI/P'man Delivery/2018 dt. 14-10-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **[Kind Attention : Smt. Sridevi, DDG (Tech), Dept. of Posts, Dak Bhawan], Subject :** Problems of CSI in Delivery Point of View of Postmen Staff.
3. NU/P-IV/MLL/Patan/2018 dt. 25-10-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Request to consider the request of Shri M.L. Lambadiya, Postman, Dhimaj, Patan-384225 - Case of Gujarat Circle for Rule 38 Transfer.**
4. NU/P-IV/One Increment/Retiree/17 Months/2018 dt. 25-10-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Request to grant one increment to the official who retires on 30th June after rendering full 12 month service.**
5. NU/P-IV/Discrimination/Dress Allowance/2018. dt. 25-10-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Gross discrimination while granting of Dress/Uniform Allowance.**
6. NU/P-IV/Two Increment/P'man/2018 dt. 25-10-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Request to implement the Orders of the Department to pay two increments on 1-1-1996 to the eligible Postman Staff.**
7. NU/P-IV/Revision/Thane/2018 dt. 25-10-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Request to take Revision of the Postman Staff on Vidyashram PO/Dandekarwadi and Bhiwandi PO under Thane Division - Case of Maharashtra Circle.**
8. NU/P-IV/Answer Key/J&K/2018 dt. 25-10-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Request to take action against using wrong answer key and declare the officials failed in the Postman Examination for the year 2017-18 (Case of J&K Circle).**
9. NU/P-IV/Old Pension/Gajendra Singh MTS/Allahabad HO/2018 dt. 27-10-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Request for grant of Old Pension and Recovery of GPF from Pay - Case of Shri Gajendra Singh, MTS (Group D), Allahabad HO. **Ref.:** DO Letter No. 99-24/2002-Pen dated 14th September, 2018 from **Shri A.N. Nanda, Secretary (P), Department of Posts.**
10. NU/P-IV/Cash Handling Allowance/CO/2018 dt. 27-10-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Request for grant of Cash Handling Allowance to Cash Overseers at par with Treasurer.**

11. NU/P-IV/Bokaro/Jharkhand/2018 dt. 27-10-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Urgent Repair of Postal Staff Quarters of Bokaro Steel City Sector 5** (Case of Jharkhand Circle).
12. NU/P-IV/21st AIC/Amendment in Constitution/2018 dt. 01-11-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **[Kind Attention : Director (SR & Legal), Dept of Post, Dak Bhawan]. Subject :** Amendments to the Constitution of National Union of Postal Employees, Postmen & MTS Group 'C' in the 21st AIC held at Thiruvanamalai-606601, Tamilnadu from 7th to 9th October, 2018.
13. NU/P-IV/Notice/Agitation/2018 dt. 05-11-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **NOTICE. Subject : Notice of Agitation under Trade Union Act-1 of Section 22 of Industrial Dispute Act 1947.**
14. NU/P-IV/P.Y.B./Relaxation/Girgaon PO/2018 dt. 06-11-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Request to consider the application on Compassionate Ground - Case of Smt. Pranvti P. Bhabal, W/o Late Shri P.Y. Bhabal, Ex-Postman, Girgaon PO.
15. NU/P-IV/GDS/Surplus/P'man/3/2018 dt. 26-11-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **[Kind Attention : Smt. Manju Kumar, DDG (P), Department of Posts, Dak Bhawan]. Subject :** Request to fill in the vacant posts of Postman from the surplus qualified GDS Staff Postman Examination 2017 (from the Promotion Quota of MTS remained unfilled due to non-qualifying of the MTS officials - Case of the Maharashtra Circle. **Ref.:** F. No. A 34020/09/2018 Dak Bhawan, New Delhi, Dated 1st October, 2018.
16. NU/P-IV/Disc. Case/AKS/2017-2018 dt. 26-11-2018 **Reminder III.** To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **[Kind Attention : Shri P.K. Bisoi Sir (IPS), Member (P), PSB, Dept. of Posts, Dak Bhawan]. Subject : Request to set aside the Punishment Order issued by the Sr. P.M. Meerut City HO, Meerut 250002. vide Memo No. PF/Ashok Kumar Sharma III/Postman/2010-11 dated 24-11-2011 (Also a time limit for punishment should be set as to how many months or year). Ref.:** 1. Petition of Shri Ashok Kumar Sharma III, Postman, Meerut City HO of dated 12-5-2017 addressed to Hon. Chief Postmaster General, UP Circle, Lucknow; 2. Union Letter No. NU/P-IV/Disciplinary Case/ASK/2017 dated 1-8-2017 addressed to By Name Shri Y.P. Rai, CPMG, UP Circle, Lucknow.
17. NU/P-IV/Agitation Notice/2/2018 dt. 27-11-2018. To, The Secretary (P), Department of Posts Dak Bhawan, Sansad Marg, New Delhi-110001. **[Kind Attention : DDG (SR and Legal)]. Subject : Postman & MTS Gr-C Union Agitation Program. Ref.:** Your Office letter No. 8-12/2017( Vol-II) dated 22nd November 2018.
18. NU/P-IV/Coimbatore SSPOs/3/2018 dt. 30-11-2018. **Reminder II.** To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Targetting FNPO Unions by the SSPOs Coimbatore Division by seizing the Almirah by unlawful and revengeful manner - Requested immediate transfer and disciplinary action in this case.
19. NU/P-IV/S. Tawade/Sion PO/1/2018 dt. 03-12-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Malpractice/irregularities in the Sion Post Office by Sorting Postman Shri Sandeep Tawade - It is also learnt that during 2004-2005**



**he was convicted to Yerwada Jail as punishment; but still he managed to get his EL passed for that period-Case of Mumbai North East Division.**

20. NU/P-IV/RPMG/Rajkot/2018 dt. 04-12-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Request to instruct Regional PMG, Rajkot Shri Sarangi to behave properly with Circle Secretary - Case of Bi-monthly Meeting of dated 30-10-2018 with Representatives of NUPE Postmen MTS with RPMG, Rajkot.** (Case of Gujarat Circle, Rajkot Region).
21. NU/P-IV/Delhi East SSPOs/2/2018 dt. 12-12-2018. To, The Secretary (P), Department of Posts, Dak Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Severe complaints against the whimsical and arrogant nature of the SSPOs Delhi East Division, Delhi-110051 - causing mental as well as physical harassment to the staff vis-a-vis transfer of the officer requested.**
22. NU/P-IV/Civil Wing/CR/2018 dt. 13-12-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Regarding revised proposal for Cadre Restructuring of Postal Civil Wing Non-Gazetted Employees. Ref.: Letter No. 10-9 (1) CEND/2013-14/Vol. II/Restruct/256 dated 12-02-2018.**
23. NU/P-IV/WB/LGO Exam/2018 dt. 28-12-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Regarding postponement of LGO Exam 2018 - Case of West Bengal Circle.**

#### **Bihar Circle**

1. NU/P-IV/Lavatory Block/HOS/2018 dt. 27-10-2018. To, The Chief Postmaster General, Bihar Circle, Patna GPO Campus, Patna. **Subject : Request for provision of Lavatory Block to each and every Head Post Office at Bihar Circle including Mujaffarpur HPO.**
2. NU/P-IV/Split Duty Allowance/Stg. P'man/2018 dt. 27-10-2018. To, The Chief Postmaster General, Bihar Circle, Patna GPO Campus, Patna. **Subject : Request for grant of Split Duty Allowances to the Sorting Postman Staff working at Head Post Offices.**
3. NU/P-IV/Supply of P'man & PL Bags/2018 dt. 27-10-2018. To, The Chief Postmaster General, Bihar Circle, Patna GPO Campus, Patna. **Subject : Request for supply of Postman Bag and Parcel Bag for delivery to Postman Staff of Bihar Circle.**
4. NU/P-IV/TA/MOS/Bihar/2018 dt. 27-10-2018. To, The Chief Postmaster General, Bihar Circle, Patna GPO Campus, Patna. **Subject : Non-grant of TA to Mail Overseers - Case of Mujaffarpur Division.**
5. NU/P-IV/Review/2018. dt. 27-10-2018. To, The Chief Postmaster General, Bihar Circle, at Patna GPO Campus, Patna. **Subject : Request for issue of instructions for taking Revision Cases of all delivery offices for additional justification of Posts of Postman MTS Staff.**
6. NU/P-IV/P&T Dispensary/Mujaffarpur/2018 dt. 27-10-2018. To, The Chief Postmaster General, Bihar Circle, Patna GPO Campus, Patna. **Subject : Request for filling up vacant posts of L/R Postman and Sorting Postman at all delivery Post Offices in Bihar Circle including Mujaffarpur HO.**

### Delhi Circle

1. NU/P-IV/Dussehra/Change Holiday/2018 dt. 13-10-2018. To, The Dy. Secretary, DOPT Establishment (JCA Section), North Block, New Delhi-110001. **Subject** : Change of Holiday on account of Dussehra Festival. **Ref.:** F/No. 12/3/2017 JCA dated 8-10-2018.
2. NU/P-IV/Harassment/SSPOs Delhi (E)/2018 dt. 25-10-2018. To, Shri L.N. Sharma, Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, Link Road, New Delhi-110001. **Subject** : **Request to curb the revengeful and adamant behaviour of SSPOs Delhi East Division Miss Annu Paul.**
3. NU/P-IV/Delhi East SSPOs/1/2018 dt. 31-10-2018. To, Shri L.N. Sharma, Chief Postmaster General, Delhi Circle, Delhi-110001. **Subject** : Severe complaints against the whimsical and arrogant nature of the SSPOs East Division, Delhi-110051 - causing mental as well as physical harassment to the staff vis-a-vis transfer of the officer requested.
4. NU/P-IV/Delhi East SSPOs/2/2018 dt. 13-12-2018. To, Smt. Mira Handa, Director General, (Posts), Department of Posts, 3rd Floor Dak Bhawan, New Delhi-110001. **Subject** : Severe complaints against the whimsical and arrogant nature of the SSPOs Delhi East Division, Delhi-110051 - causing mental as well as physical harassment to the staff vis-a-vis transfer of the officer requested. (Case of Delhi Circle).

### Jharkhand Circle

1. NU/P-IV/Tinku Kumar D/S/Giridih/2018 dt. 27-10-2018. To, The Chief Postmaster General, Jharkhand Circle, Doranda HO Complex, Ranchi-834002. **Subject** : **Request for grant of amunity from Transfer - Case of Shri Tinku Kumar, Divisional Secretary of NU P-IV, Giridih Division.**

### Karnataka Circle

1. NU/P-IV/KC/ATM Night Duty to MTS/2018 dt. 14-10-2018. To, The Chief Postmaster General, Karnataka Circle, Palace Road, Bengaluru-560001. **Subject** : **Stop irregular arrangement being made by the Divisional Administration of some Divisions in the Karnataka Circle.**
2. NU/P-IV/O/S in Vacant P'man Post/2018 dt. 14-10-2018. To, The CPMG, Karnataka Circle, Palace, Road, Bengaluru-560001. **Subject** : Non engaging of (Outsiders) Daily Wages Workers for delivery purpose where there is acute shortage of delivery staff. **Ref.:** Your Office Letter on the subject .
3. NU/P-IV/Karnataka/Union Subscription/2018 dt. 28-12-2018. To, The Chief Postmaster General, Karnataka Circle, Bengaluru-560001. **Subject** : Amendment to Constitution of NUPE Postmen & MTS, Group C - Regarding recovery of Subscription from Member - **Case of S.K. Region.** **Ref.:** Directorate Memo No. 15-05/2014 SR dated 20th October, 2016.
4. NU/P-IV/Karnataka Circle/LGO Exam/2018 dt. 28-12-2018. To, Shri Charles Loboji, Chief Postmaster General, Karnataka Circle, Bangalore-560001. **Subject** : LGO Examination - Calling for candidates eligible to appear in the said examination .

### Letters to Chief Postmaster General and PMG Maharashtra Circle

1. NU/P-IV/Daily Wages Fixed/PO & RMS/2017 dt. 13-10-2018. **Reminder III.** To, The Chief Postmaster General, Maharashtra and Goa Circle, Mumbai GPO Bldg., Mumbai-400001. **Subject :** Fair wages (Same Scale - Same Pay) fixed by **Central Government** and Government of Maharashtra payable to various categories. **Ref.:** (i) उ.उं क.आ. (के)/2016/Min. Wages/145-Hind dated 24-4-2017; (ii) Mails/32-18/Drivers/2017-18 Dated at Jaipur the 12-3-2018.
2. NU/P-IV/S. Tawade/Sion PO/1/2018 dt. 02-11-2018. To, Shri H.C. Agrawal, Chief Postmaster General, Maharashtra and Goa Circle, Mumbai GPO Bldg., Mumbai-400001. **Subject :** Malpractice/irregularities in the Sion Post Office by Sorting Postman **Shri Sandeep Tawade** - It is also learnt that during 2004-2005 he was convicted to Yerwada Jail as punishment; but still he managed to get his EL passed for that period - Case of Mumbai North East Division.
3. NU/P-IV/MR/Spl. Review/P'man Delivery/2018 dt. 04-12-2018. To, Shri Harishchandji Agrawal, (IPS), Chief Postmaster General, Maharashtra and Goa Circle, Mumbai-400014. **Subject : Request to cancel the result of Special Review in Mumbai Region and to keep the Status Quo.** **Ref.:** PMG, Mumbai Region Letter No. MR/Estt./Special Dely. Review/2017 dated 27-10-2017, 9-11-2017 and 29-11-2017.

### Maharashtra Circle

1. NU/P-IV/Rule 38/D.S. Salam Postman/Pusad/2018 dt. 26-11-2018. **Reminder I.** To, Shri R.K. Jayabhaye, Postmaster General, Nagpur Region, Nagpur-440010. **Subject : Request for Special Case under Rule 38 Transfer, Daughter 80% disabled. - Case of Shri D.S. Salam, Postman, Pusad, Yeotmal Division to Nagpur Mofissul Division, Nagpur.**
2. NU/P-IV/MACP/G.K. Pawar/BP Lane/2018 dt. 04-12-2018. To, Shri B.M. Kamble Saheb, Sr. Supdt. of Posts, Mumbai East Division,, Dadar, Mumbai-400014. **Subject : Grant of due MACP II from June 2015 - (Case of Shri G.K. Pawar, MTS, B.P. Lane PO.). Ref.:** Your Office Letter No. B-II/MACP/MTS/GKP/2018-19 dated 5-11-2018 .

### Tamil Nadu Circle

1. NU/P-IV/HCA/Nilgiri/2018 dt. 25-10-2018. To, The CPMG, Tamilnadu Circle, Anna Road HPO, Chennai-600002. **Subject : Non-payment of Hill Station Compensation Amount (HCA) to the Nilgiri Division - Reg.**
2. NU/P-IV/Dress Allowance/2018 dt. 25-10-2018. To, The CPMG, Tamilnadu Circle, Anna Road HPO, Chennai-600002. **Subject : Request to increase insufficient Dress Allowance of Rs 5000/- to the eligible officials of Nilgiri Division.**
3. NU/P-IV/Coimbatore SSPOs/3/2018 dt. 31-10-2018. **Reminder I.** To, The Chief Postmaster General, Tamil Nadu Circle, Chennai-600001. **Subject :** Targetting FNPO Unions by the SSPOs Coimbatore Division by seizing the Almirah by unlawful and revengeful manner - Requested immediate transfer and disciplinary action in this case.

## Secretary General Letters Addressed to Secretary (P), Department of Posts

From 14-6-2018 to 31-12-2018

1. FNPO/JCA RMS/5/2018 dt. 24-09-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Problems pertaining to RMS and MMS Employees. **Ref.:** Charter of Demand issued by the **JCA of NFPE & FNPO R-III/R-IV**.
2. FNPO/MHC/RDD/DOPLI/6/2018 dt. 26-09-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Request to retain the services of Shri R.D. Dhakad, D.O., PLI, Ahmednagar Division, Ahmednagar (Case of Maharashtra Circle in Aurangabad Region in Dhule Division).**
3. FNPO/Suggestions/3/2018dt. 04-10-2018. **Reminder I.** To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. [**Kind Attention : Shri S.B. Vyavahare, ADG (GDS & PCC), Department of Posts, Dak Bhawan, 4th Floor, New Delhi**] . **Subject :** Change of GDS Engagement Rules and Engagement of Gramin Dak Sevaks (GDS) in Department of Posts from local candidates - Regarding. (Recruitment Rules not applicable to GDS Employees. Only Engagement Rules are applicable thus GDS recruitment should be made from the local rural area or from Taluka/Zilla area only).
4. FNPO/D. Kundu/AAO/Kolkata/2018 dt. 26-10-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. (**Kind Attention : DDG PA & F**). **Subject : Request to consider the case of Shri Debashis Kundu, P/A O/o Director PLI, Kolkatta in Posting of AAO Cadre - Case of West Bengal Circle.**
5. FNPO/NPS Scrapping/2018 dt. 27-10-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Request to scrap the New Pension Scheme vis-a-vis dissatisfaction among the staff under the said scheme.**
6. FNPO/Training Program/2018 dt. 02-11-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Request to postpone the Technology Training during the period of Diwali the most important festival of India.
7. FNPO/Staff/CSI/Problem/Allahabad KUT-JAT/Cases/2018 dt. 08-11-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Maintenance of punctuality and proper decorum in Office. **Ref.:** The Ministry of Communication, Government of India, New Delhi-110001. Notification No. 6-1/2012/PA (E) dated 6-11-2018.
8. FNPO/NU GDS/Recognition/2018 dt. 26-11-2018. **Reminder II.** To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. [**Kind Attention : Shri Shailendra Dasora, DDG (SR & Legal), Department of Posts, Dak Bhawan, New Delhi**]. **Subject : Request for grant of limited Trade Union facilities to NU GDS at par with BDKS Union.**
9. FNPO/GDS/Indefinite Strike/2018 dt. 27-11-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Joint Notice of Indefinite Strike from 18-12-2018 issued by General Secretary NU GDS and General Secretary NU GDS Union.
10. FNPO/GDS/Combine Duty Allowance/2018 dt. 30-11-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Request for grant of combined duty allowance to single handed BPM.**
11. FNPO/GDS/Substitute/Wages/2018 dt. 30-11-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Non-grant of wages as per GDS Committee Report - Case of Substitutes working on Vacant Post or Leave. Case of BPM and all other GDS Posts.**
12. FNPO/Postal Dispensary/Mujaffarpur/2018 dt. 30-11-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Request for closer of Postal Dispensary of Mujaffarpur, Bihar Circle.**

13. FNPO/Entry Pay/Pay Fixation/1/2018 dt. 10-12-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Central Civil Services (Revised Pay) Rules, 2008 - Section II of the Part 'A' of the first Schedule thereto - entry pay for the direct recruits appointed **on or after 1-1-2016** and pay fixation in the case of persons other than such direct recruits.
14. FNPO/R-III/Maharashtra/Defamatory/3/2018 dt. 10-12-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Request for disciplinary action against Editor of RMS Worker Monthly Journal of October 2018 of All India RMS and MMS Employees Group 'C' for publishing baseless allegation of defamatory character against National Union of RMS and MMS Employees Group 'C', Maharashtra Circle Union and its Office Bearers and SRM RMS 'L' Division, Bhusawal, Maharashtra.
15. FNPO/Sport Quota/1/2018 dt. 14-12-2018. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : **Filling all the vacancies in Sports Quota.**
16. FNPO/Civil Wing/GS/2018 dt. 14-10-2018. To, Shri A.N. Nandaji, Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Request to offer appointment to the both Union Representatives of **Civil Wing Employees** to discuss their some issues on dying cadre - regarding **Ref.: DOPT Letter No. 1-11011/5/2013-CRD dated 14-9-2018.**

#### **Bihar Circle**

1. FNPO/Welff/46/2018 dt. 06-11-2018. To, The Chief Postmaster General, Bihar Circle, Patna GPO Complex, Patna-800001. **Subject** : Nomination of Staff Side Representatives for Welfare Board. **Ref.:** Your Office Letter WLF/Bihar Postal Sports Board/2015 dated at Patna, the 14-8-2018.
2. FNPO/Sports/47/2018 dt. 06-11-2018. To, The Chief Postmaster General, Bihar Circle, Patna GPO Complex, Patna-800001. **Subject** : Nomination of Staff Side Representatives for Sports Board. **Ref.:** Your Office Letter WLF/Bihar Postal Sports Board/2015 at Patna, the 14-8-2018.

#### **Delhi Circle**

1. FNPO/HQ/Repair/2/2018 dt. 14-06-2018. To, Shri L.N. Sharmaji, Chief Postmaster General, Delhi Circle, New Delhi-110001. **Subject** : Request to repair FNPO Office, T-24, Atul Grove Road, New Delhi-110001.

#### **Letters to CPMG and PMG Maharashtra Circle**

1. FNPO/Yeotmal DN/Lady Complaint/1/2018 dt. 31-10-2018. To, Shri H.C. Agrawalji, Chief Postmaster General, Maharashtra and Goa Circle, Mumbai GPO Bldg., Mumbai-400001. **Subject** : Request for immediate Transfer and initiating Disciplinary action against the SPOs Yeotmal Division - **Case of Sexual Harassment to the Subordinate Lady Staff, Yeotmal HO.**
2. FNPO/GDS/Training/2018 dt. 10-11-2018. To, The Chief Postmaster General, Maharashtra and Goa Circle, Mumbai-400001. **Subject** : **Request for grant of Training Allowance and TA-DA to GDS Staff Called on imparted Training on various issues.**
3. FNPO/GDS/Surplus/P'man/2/2018 dt. 10-11-2018. To, Shri Harish Chand Agrawalji, Chief Postmaster General, Maharashtra and Goa Circle, Mumbai-400001. **Subject** : Request for posting of **Surplus Qualified Candidates** from GDS Cadre on 339 Vacant Post of Postman in Maharashtra Circle (vis-a-vis failure of filling of Promotion Quota from MTS to Postman Cadre, According to new Recruitment Rule the unfilled Quota of Postmen Cadre from MTS who failed due to unfilled reasons would be converted into GDS Quota.
4. FNPO/GDS/OS/P'man MTS/2018 dt. 10-11-2018. To, The Chief Postmaster General, Maharashtra and Goa Circle, Mumbai-400001. **Subject** : **GDS Staff may be allowed to work as Outsider Postman/MTS on Vacant Posts.**

5. FNPO/Watul SO/2018 dt. 26-11-2018. To, The Postmaster General, Goa Region, Panjim, Goa, **Subject** : Request for issue of instructions to the SPOs, Ratnagiri - Case of Watul Sub Post Office where internet is not working since last 18 to 20 months.
6. FNPO/Entry Pay/Fixation/2/2018 dt. 13-12-2018. To, The Chief Postmaster General, Maharashtra and Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject** : Central Civil Services (Revised Pay) Rules, 2008 - Section II of the Part 'A' of the first Schedule thereto - entry pay for the direct recruits appointed **on or after 1-1-2016** and pay fixation in the case of persons other than such direct recruits. **Ref.:** DoPT OM No. 8-23/2017-E-III.A dated 25th September, 2018.

#### Maharashtra Circle

1. FNPO/GDS Substitute/Pune/1/2018 dt. 01-10-2018. To, Shri Syed Fazil Hussain Rizvi, Postmaster General, Pune Region, Pune-411001. **Subject** : Request to give preference to the Substitute GDS Officials who are serving in the Department as Substitute GDS (as GDS Vacant Post) since 5 to 10 years in the upcoming GDS Recruitment.
2. FNPO/Pune/Dies Non/M.L./STL/2018 dt. 14-10-2018. To, The Postmaster General, Pune Region, Pune-411001. **Subject** : **Request to consider the medical leave on medical grounds by submitting unfit medical certificate from Authorised Medical Attendant - Case of Shri S.T. Lekawale then P.A. Parvati PO now retired on 31-5-2018 on superannuation.**
3. FNPO/R-IV/Harassment/MBI Stg./2018 dt. 26-10-2018. To, Postmaster General (Mail & BD), M.M. Region (Mumbai), Mumbai GPO Old Bldg., Mumbai-400001. **Subject** : **Request to relieve mental stress given by the SRM, Mumbai Sorting Division, Mumbai-400001.**
4. FNPO/Irregular Recovery/Raigad/2018 dt. 27-10-2018. To, The Postmaster General, Navi Mumbai Region, Mumbai GPO Bldg., Mumbai-400001. **Subject** : **Irregular Recovery of the Fraud Case of Narvan.**
5. FNPO/NAPE/Yeotmal/SPO's/2/2018 dt. 06-11-2018. To, Shri R.K. Jayabhaye, Postmaster General, Nagpur Region, Nagpur-440010. **Subject** : Unduly harassment to the NAPE Group C Division Secretary by the SPO's Yeotmal Division, Yeotmal-445001 on various grounds - Request to investigate the matter in the depth and give justice to the official.
6. FNPO/NU R-IV/Mbi. Stg. DN/2/2018 dt. 02-11-2018. To, The Postmaster General, M.M. and B.D., Mumbai GPO Bldg., Mumbai-400001. **Subject** : Revengeful nature and step motherly treatment to the NU R-IV Divisional Secretary vis-a-vis sheltering the illegal activities of sister Union activists - Case of Mumbai Sorting Division, Mumbai-400001.
7. FNPO/Mazgaon Delivery PO/11/2018 dt. 26-11-2018. **Reminder II.** To, Smt. Kaiya Arora, Director of Postal Services (MR), O/o The Postmaster General, Mumbai Region, Mumbai-400001. **[Kind Attention : Shri Muthu Pande, AD (Staff) MR]. Subject** : **Request for review of Punishment issued from the Sr. Supdt. of Posts, Mumbai East Division - (Case of Smt. Uma Sawant, then SPM, Mazgaon Delivery PO, Mumbai-10, Mumbai East DN).** **Ref.:** The Sr. Supdt. of Posts Offices, Mumbai East Division Punishment Order Memo No. FI/Disc-16/15/UUS/2017-18 dated 20-4-2018.

#### Tamil Nadu Circle

1. FNPO/TN/Coimbatore SSPOs/2/2018 dt. 15-10-2018. To, The Chief Postmaster General, Tamil Nadu Circle, Chennai-600 002. **Subject** : Revengeful action by Senior Superintendent of POs, Coimbatore Division towards FNPO Unions - regarding.

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## Some Replies Received from the Directorate

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भारतीय डाक विभाग  
DEPARTMENT OF POSTS, INDIA  
मुख्य पोस्टमास्टर जनरल का कार्यालय,  
O/o THE CHIEF PMG, MAHARASHTRA CIRCLE,  
मुंबई-400001  
MUMBAI-400 001



To,  
Shri T.N. Rahate,  
General Secretary and President FNPO,  
National Union of Postal Employees  
Dalavi Sadan, Khurshid Square,  
Civil Lines, P&T Colony,  
New Delhi-110054

No. Vig/Misc/Mumbai RO/2018

18.1.2019

Sub: Alleging misuse of Govt. Money from showing bogus contingency paid water supplier and storage employees by SPM, Mazgaon Delivery PO in Mumbai East Division - Complaint from Shri T.N. Rahate.

Ref: Your Letter No. FNPO/Mazgaon/7/2017 dated 07.05.2018 addressed to The Secretary (P), Department of Posts, Dak Bhawan, New Delhi.

This is with reference to your letter No. FNPO/Mazgaon/7/2017 dated 07.05.2018 addressed to The Secretary (P), Department of Posts, Dak Bhawan, New Delhi, received through Director (Investigation) vide letter No. 18-114/MH-06/2018-Inv dated 18.10.2018 and through Asstt. Director (CCS) vide letter No. 18-78/2018-Inv dated 28.08.2018.

In this connection, detailed inquiry was carried out by Mumbai Region. It is seen from the inquiry report that Smt. U.U. Sawant, PM Gr. II, Mazgaon PO unauthorizedly allowed to accept Rs. 1500/- per month from April 2017 to August 2017 by the labourer, though the labourer has not worked in this period. From this amount, PM Gr. II, Mazgaon unauthorizedly purchased bisleri water and thereby utilized Government money without knowledge of Division Office.

In this regard, after the detailed inquiry, Disciplinary action under Rule 16 of CCS(CCA) Rules 1965 has been taken against Smt U.U. Sawant, PM Gr. II, Mazgaon PO and punishment of withholding of one increment for a period of 1 year has been awarded. Further, amount of Rs. 7500/- (Rs. 1500 per month for 5 months) has been recovered and the official has been transferred to Khar Delivery PO on 10.04.2018. Hence no aspect remains unattended in this case as on date.

This is for information please.

(R. P. Patil )  
Asstt. Postmaster General (Vig)  
O/o. The Chief Postmaster General  
Maharashtra Circle, Mumbai 400001


No. 16/12/2017-SR  
Government of India,  
Ministry of Communications,  
Department of Posts,  
(SR Section),

Dak Bhawan, Sansad Marg,  
New Delhi-110001,  
Dated the 14/11/2018.

**Subject :** i) Sheltering of ASP (HQ), Pandharpur Division vis-a-vis issue of Transfer Memo of ASP Cadre, Pune Region, Pune (Case of Maharashtra Circle, Pune Region in Pandharpur DN Shri S.P. Kale now ASP (HQW) Solapur). ii) Non-following guidelines in respect of the sensitive posts transfer as well as guidelines on Rotational Transfer - Case of Goa Division under Maharashtra and Goa Circle vis-a-vis favoritism to the concerned.

Please find enclosed copies of Letters i) No. NU/P-IV/Pandharpur/ASP HQ/Tfr./2018, dated 24-9-2018 and ii) NU/P-IV/Goa DN/Trs./2/2018 dated 06-09-2018 received from General Secretary, National Union of Postal Employees Postmen & Multi Tasking Staff Group 'C' on the subject cited above for necessary action. Action taken may also be communicated to Association directly under intimation to this Division.

Encl: As Above




(R.S. Mawar)

Assistant Director General (SR & Legal)

Director (SPN) S. No. (i) and (ii)

Director (Staff) at S. No. (ii)

Copy to : General Secretary, National Union of Postal Employees Postmen & Group-D/Multi Tasking Staff Group 'C' and President FNPO, Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054, you are requested to take up the ibid matter with the concerned Division.



(R.S. Mawar)

Assistant Director General (SR & Legal)



No. 16/12/2017-SR  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001,  
Dated the 14-11-2018.

Subject : i) Investigation through Chief Vigilance Office (CVO), Dak Bhawan, New Delhi on respect of not unloading the Postal Bags from W-3/Out dated 9-8-2016 caused delay of 10 days as those bags remained untouched at carshed on the Western Railway - Case of MCT RS TMO Mumbai-400008, in Mumbai Sorting under PMG (MM), Mumbai, Maharashtra Circle.

ii) Suspected/doubtful SB A/c's of Shri S.S. Pathak then SPO's, Pandharpur Division, Pandharpur - Case to be investigated through Dak Bhawan, Chief Vigilance Office Branch.

iii) Irregular Appointment of Shri Sanjay Kesarkar then MMS Cleaner now OA DO Mapusa - Requested for Vigilance Inquiry, Dak Bhawan or through the CVC as the higher Authorities are sheltering the culprit.

iv) Through Chief Vigilance Officer Investigation from Vigilance at Central - Case of Pargaon Sub Office under Osmanabad Division, Aurangabad Region, Maharashtra and Goa Circle, about Rs. 155,39,581/-.

Please find enclosed copies of Letters i) No FNPO/MCT TMO/MHC/11/2018, dated 24-9-2018  
ii) NU/P-IV/Pandharpur/SPOs/SB A/c./2018 iii) NU/P-IV/Goa Dn/VO/1/2018 dated 5-9-2018  
iv) NU/P-IV/Chief VO/Investigation/MHC/2018, dated 9-8-2018 received from General Secretary, National Union of Postal Employees Postmen & Multi Tasking Staff Group 'C' on the subject cited above for necessary action. Action taken may also be communicated to Association directly under intimation to this Division.

Encl: As Above



(R.S. Mawar)

Assistant Director General (SR & Legal)

Vigilance Desk

Copy to : General Secretary, National Union of Postal Employees Postmen & Group-D/Multi Tasking Staff Group 'C' and President FNPO, Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054, you are requested to take up the ibid matter with the concerned Division.



(R.S. Mawar)

Assistant Director General (SR & Legal)

F. No. 34012/05/2018-DE  
Government of India  
Ministry of Communications  
Department of Posts  
(DE Section)

Dak Bhawan, New Delhi-110001  
Dated: 18th January, 2019

To  
All Chief Postmasters General,

**Subject :** LDCE for LGOs for promotion to the cadre of PAs/SAs from Postman/Mail Guard and MTS for the vacancy years 2016-17, 2017-18 and 2018 (upto 31.12.2018), held on 09.12.2018 - regarding.

Madam/Sir,

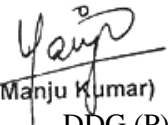
Please refer to this Directorate Letter of even number dated 11.10.2018 on the subject cited above, whereunder it was intimated that CST (Computer Skill Test) involving Data Entry and Typing Test on the lines of PAs/SAs (DR) exam will be conducted in respect of those candidates who qualify the Aptitude Test. The matter regarding inclusion of CST as a part of the LGO exam held on 09.12.2018 has been reconsidered in the Directorate. It has now been decided by the Competent Authority not to conduct the CST for the LGO Exam held on 09-12-2018 and to select the candidates on the basis of aptitude part of the exam only. However, the selected candidates will be imparted training to work on computers at the respective Postal Training Centres (PTCs) along with training on other regular subjects.

2. Instructions on the caption Computer Skill/Data Entry Test [mentioned in para 6 (iii)] of the Broad Guidelines under subtitle 'Post LGO Exam' activities issued vide letter of even number dated 31.12.2018, may be treated as 'omitted.'

3. The answer key is being finalized and will be released soon. Immediately on its receipt, OMR Sheets may be evaluated by the Circles as per the guidelines issued on 31.12.2018. The date on which the result is to be declared by the Circles will also be intimated in due course, once the answer key is finalized.

4. This is for information please. The candidates can be informed accordingly.

Yours faithfully,

  
(Manju Kumar)  
DDG (P)

No. 41-02/2017-PAP  
Department of Posts  
[Establishment Division/P.A.P. Section]  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

Dated : 6th February, 2019

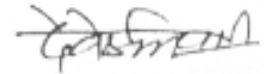
To,

T N Rahate  
General Secretary & SG  
NUPE, Postmen & MTS Gr. C  
Central Head Quarters  
Delhi 110054.

- Ref.: (i) NU/P-IV/Cash Handling Allowance/2018 dt. 27.10.18  
(ii) NU/P-IV/Discrimination/Dress Allowance/2018 dtd. 25.10.18

The subject relating to the letters under reference has been examined in PAP section of Establishment Division and I am directed to intimate status of the cases as following.

SL No	Demands/Request	Status
01	Request for grant of cash handling allowance to Cash overseer at par with Treasurer	Post of Cash Overseers have been created for exclusive work of cash conveyance and are paid pay and allowances, commensurate to their work and responsibilities. There is no justification for grant of cash handling allowance to Cash Overseers.
02	Gross discrimination while granting Dress/Uniform Allowance	Issues pertaining Dress Allowance is under examination by MM & Estates Division. A committee has been constituted to submit recommendation in a report on issues on Dress allowance.



(D.K. Tripathi)  
Assistant Director General (Estt.)  
Tele No. 011-23096191

Copy forwarded to ADG (SR & Legal) w/r to his letter No. F.16-12-2017 SR dated 24.12.2018.

## **Reply Received from the Secretary (P), Department of Posts and Other Directors**

1. No. F.10/13-2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated the 20/7/2018. **Subject :** FNPO/NU R-C and NUR MG & MTS views on PNOP.
2. No. F.10/13-2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated the 20/7/2018. **Subject :** Providing opportunity for submitting representation to the employees who have been awarded below "Very Good" grading in their last 3 years APARs (for the purpose of MACP's) - reg.
3. No. F.10/13-2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated the 20/7/2018. **Subject :** One Time Absorption of PA Cadre in Circle Office - Andhra Pradesh Circle - Regarding.
4. No. 10/13-2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated the 2/8/2018. **Subject :** Administrative jurisdiction of PSD/CSD, Telangana Circle - regarding.
5. No. 2-2/2018-SCT, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 19 September, 2018. To, The Chief Postmaster General, Maharashtra Circle. **Subject :** Complaint of Shri Naresh Manohar Sushibine regarding asking of Caste Validity Certificate from the candidates by the Maharashtra Circle in the appointment of Sorting Assistant Cadre.
6. No. X-20/7/2017-SPB-II, Government of India, Ministry of Communications, Department of Posts, (Personnel Division), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 19th September, 2018. To, The Chief Postmaster General, Jammu & Kashmir Postal Circle, Srinagar. **Subject :** Transfer of Smt. Priyanka Kumari, Postal Assistant, Jammu Tawi HO in Jammu & Kashmir Circle to Nalanda Division in Bihar Circle.
7. No. 17-13/2018-GDS, Government of India, Ministry of Communications, Department of Posts, (GDS Section), Dak Bhawan, New Delhi-110001, Dated 28-09-2018. To, The CPMG, Maharashtra and Goa Circle, Mumbai. **Subject :** CCE 2018 for considering of Relaxation case of deceased GDS Staff.
8. No. A-34020/09/2018-DE, Government of India, Ministry of Communications and IT, Department of Posts, (DE Section), Dak Bhawan, New Delhi-110001, Dated 01st October, 2018. To, the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Conducting of LDCE for Postman/Mail Guard cadre from GDS against vacancies for the year 2017-18.
9. No. F. 16-12-2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 29-10-2018. To The Postmaster General, Maharashtra Circle, Mumbai. **Subject :** Request to direct the CPMG, Maharashtra Circle to change the sudden and inadequate order of Parcel Delivery to separate Speed Post (Nodal) and Parcel Delivery w.e.f. 25-08-2018 in Mumbai GPO, Mumbai-400001 and other Division. (By the order of the PMG, Mumbai Region, Mumbai-400001). From, R.S. Mawar, Assistant Director General (SR & Legal).
10. No. 16/12/2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated the 29-10-2018. **Subject :** Complaint in respect of selection of the candidate having less marks in the examination of GDS to PA SA Examination 2012- Roll No. 241550530127. From, R.S. Mawar, Assistant Director General (SR & Legal), ADG (DE), ADG (GDS).
11. No. X-20/7/2017-SPB-II, Government of India, Ministry of Communications, Department of Posts, (Personnel Division), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 2nd November, 2018. To, The Chief Postmaster General, Maharashtra Postal Circle, Mumbai. **Subject :** Transfer of Shri N. Subramaniam, Postman, IITPO, Mumbai NE Division in Maharashtra Circle to Paliakkad Division in Kerala Circle.

12. No. X-20/7/2017-SPB-II, Government of India, Ministry of Communications, Department of Posts, (Personnel Division), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 2nd November, 2018. To, The Chief Postmaster General, Uttar Pradesh Postal Circle, Lucknow. **Subject** : Cancellation of Transfer Order of Shri Laljee Prajapati, Postman, Urai HO to Sipari Bazar, Jhansi in Uttar Pradesh Circle.
13. No. F.10-13-2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated the 14/11/2018. To, the Chief Postmaster General, Maharashtra Circle, Mumbai. **Subject** : Request to retain the services of Shri R.D. Dhakad, D.O., PLI, Ahmednagar Division, Ahmednagar.
14. No. 16/12/2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated the 14/11/2018. **Subject** : Floods and natural calamity in Kerala - Extending helping hands to our staff.
15. No. 16/12/2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated the 14/11/2018. **Subject** : i) Request to increase the change to appear for the LGO Examination to end instead of eight. ii) Conducting examinations for Director Recruitment of Postmen/MTS by our Department itself. iii) Working knowledge of local language (FNPO/Suggestions/1/2018).
16. No. 16/12/2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated the 14/11/2018. **Subject** : Ending problems of SAP - Regarding.
17. No. 16/12/2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated the 14/11/2018. **Subject** : Regarding unique applicability of judgement of Hon'be Supreme Court to all similarly situated employees.
18. No. 16/12/2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated the 14/11/2018. To The Chief Postmaster General/Postmaster General, Maharashtra Circle, Mumbai, Postmaster General, Goa Region, Goa. **Subject** : Request to direct the CPMG, Maharashtra the sudden and inadequate Order of Parcel Delivery to Separate Speed Post (Nodal) Parcel W/E/F/25-8-2018 in Mumbai GPO, Mumbai-400001 by the Order of PMG, Mumbai Region, Mumbai-400001.
19. No. 16/12/2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated the 14/11/2018. **Subject** : Engagement of Gramin Dak Sevaks (GDS) in Department of Posts from local candidates - Regarding.
20. No. F.10/13-2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated the 10/12/2018. **Subject** : Maintenance of Punctuality and proper decorum in office.
21. No. X-20/7/2017-SPB-II, Government of India, Ministry of Communications, Department of Posts, (Personnel Division), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 21st December, 2018. To, The Chief Postmaster General, Maharashtra Postal Circle, Mumbai. **Subject** : (i) Complaint against Shri S.P. Kale, Assistant Superintendent of Posts (HQ), Solapur Division in Maharashtra Circle. (ii) Non following rotational transfer guidelines in Goa Division in Maharashtra.
22. No. F.10/13-2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated the 24/12/2018. **Subject** : (i) Introduction of Health Scheme for Postal Employees at par with IPPB. (ii) Introduction of Health Insurance Scheme for Central Government Employees & Pensioners - Regarding.
23. No. F. 16-12-20170-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 24-12-2018. **Subject** : i) Malpractice/irregularities in the Sion Post Office by Sorting Postman Shri Sandeep Tawade - It is also learnt that during 2004-2005 he was convicted to Yerewada Jail as punishment; but still he managed to get his EL passed for that period - Case of Mumbai North East Division (Endorsement copy). ii) Severe complaints against the whimsical and arrogant nature of the SSPOs

- East Division, Delhi-110051 - causing mental as well as physical harassment to the staff vis-a-vis transfer of the officer requested (Endorsement Copy).
24. No. F.16-12-2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 24-12-2018. **Subject :** Urgent Repair of Postal Staff Quarters of Bokaro Steel City Section 5 (Case of Jharkhand Circle). From, (R.S. Mawar), Assistant Director General (SR & Legal), JS (Estate).
  25. No. F.16-12-2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 24-12-2018. **Subject :** i) Request to Scrap the New Pension Scheme vis-a-vis dissatisfaction among the staff under the said scheme. ii) Request for grant of Old Pension and Recovery of GPF from Pay - Case of Shri Gajendra Singh, MTS (Group D), Allahabad, HO. From R.S. Mawar, Assistant Director General (SR & Legal), ADG (Pen.)
  26. No. F. 16-12-2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 2018. **Subject :** i) Request to consider the request of Shri M.L. Lambadiya, Postman, Dhimaj, Patan-384225 - Case of Gujarat Circle for Rule 38 Transfer. ii) Request to take Revision of the Postman Staff on Vidyashram PO/ Dandekarwadi and Bhiwandi PO under Thane Division - Case of Maharashtra Circle. From R.S. Mawar, Assistant Director General (SR & Legal), Director (SPN).
  27. No. F. 16-12-2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 24-12-2018. **Subject :** Request to take action against using wrong answer key and declare the officials failed in the Postman Examination for the year 2017-18. From R.S. Mawar, Assistant Director General (SR & Legal), ADG (DE).
  28. No. F. 16-12-2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 24-12-2018. **Subject :** i) Request for grant of Cash Handling Allowance to Cash Overseers at par with Treasurer. ii) Request to implement the Orders of the Department to pay two increments on 1-1-1996 to the eligible Postman Staff. iii) Request to grant one increment to the official who retires on 3th June after rendering full 12 month service. iv) Gross discrimination while granting of Dress/Uniform Allowance. From R.S. Mawar, Assistant Director General (SR & Legal), Director (Establishment).
  29. FileNo. X-20/5/2017-SPB-II, Government of India, Ministry of Communications, Department of Posts, (Personnel Division), Dak Bhawan, Sansad Marg, New Delhi-110001 Dated 22nd January, 2019. To The Chief Postmaster General, Gujarat Circle, Ahmedabad. **Subject :** Forwarding of reference pertaining to Gujarat Circle.
  30. No. 10-13/2017-SR, Government of India, Ministry of Communications, Department of Posts (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 11-1-2019. **Subject :** i) Non-grant of wages as per GDS Committee Report - Case of Substitutes working on vacant post or Leave. Case of BPM and all other GDS Posts. ii) Request for grant of combined duty allowance to single handed BPM. From, R.S. Mawar, Assistant Director General (SR & Legal), ADG (GDS). Copy to Secretary General, Federation of National Postal Organisations.
  31. No. 10-13/2017-SR, Government of India, Ministry of Communications, Department of Posts (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 11-1-2019. **Subject :** Central Civil Services (Revised Pay) Rules, 2008-Section II of the Part 'A' of the first Schedule thereto - entry pay for the direct recruits appointed on or after 1-1-2016 and pay fixation in the case of persons other than such direct recruits. From, R.S. Mawar, Assistant Director General (SR & Legal), ADG (PCC). Copy to Secretary General, Federation of National Postal Organisations.
  32. No. 10-13-2017-SR, Government of India, Ministry of Communications, Department of Posts (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 11-1-2019. **Subject :** i) Request for closer of Postal Dispensary of Mujaffarpur, Bihar Circle. ii) Introduction of Health Insurance Scheme for Central Government Employees and Pensioners - Regarding. From, R.S. Mawar, Assistant Director General (SR & Legal), ADG (Medical). Copy to Secretary General, Federation of National Postal Organisations.

33. No. 10-13-2017-SR, Government of India, Ministry of Communications, Department of Posts (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 11-1-2019. **Subject :** Filling all the vacancies in Sports Quota - Regarding. From, R.S. Mawar, Assistant Director General (SR & Legal), Director (SPN). Copy to Secretary General, Federation of National Postal Organisations.

#### Delhi Circle

1. No. Bldg./8-Misc/2018-19/KW dated 18-9-18. Department of Posts, Office of Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, New Delhi-110001. **Subject:** Regarding misc. Civil repair works in NUPE P-IV, CHQ Office of Dalvi Sadan, Civil Line, P&T Colony, Delhi-110054.
2. No. 25-3/2014-FS-CBS (Part-I), Ministry of Communications, Department of Posts, Financial Services Division, Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 20.09.2018. To, All HoCs. **Subject :** Provisio of security arrangement for DoP ATMs and instructions to stop ATM card cloning cases.
3. No. 16/12/2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 28.1.2019. **Subject :** i) Request to set aside the Punishment Order issued by the Sr. P.M. Meerut City HO, Meerut-250002.  
ii) Targeting FNPO Unions by the SSPOs Coimbatore Division by seizing the Almirah by unlawful and revengeful manner - Requested immediate transfer and disciplinary action in this case. From, Swarn Lata Parmar, Section Officer (SR).
4. No. F. 16/12/2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 28.1.2019. To, Chief Postmaster General, Gujarat Circle, Ahmedabad. **Subject :** Request to instruct Regional PMG, Rajkot Shri Sarangi to Behave properly with Circle Secretary.
5. No. F. 16-12-2017-SR, Government of India, Ministry of Communications, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 28.1.2019. To, Chief Postmaster General, Delhi Circle, Delhi. **Subject :** Severe complaints against the whimsical and arrogant nature of the SSPOs East Division, Delhi-110051 - causing mental as well as physical harassment to the staff vis-a-vis transfer of the officer requested.

#### Maharashtra Circle

1. No. Enq/Pre/Misc/9/2017 dated at Mumbai-400001 the 20-8-2018. Department of Posts, India, O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. To, Shri T.N. Rahate, President FNPO and General Secretary National Union of Postal Employees, Postman and MTS Group C, Central Head Quarters, Delhi-110054.
2. No. RE/4-1/30/2009 dated at Mumbai the 27-08-2018. Department of Posts, India, % The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Appointment on Compassionate Ground - Case of Shri Prafulkumar R. Darekar, son of Late Smt. H.R. Darekar, Ex-Postwoman, Bassein PO of Maharashtra Circle. **Ref.:** Directorate Letter No. 24-02/2018-SPB-Ic dated 14-6-2018.
3. No. MR/)&M/FNPO/Corrs/2018 dated at Mumbai-1 the 12-9-2018. Department of Posts, India Office of the Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Regarding non-payment of RD amount to Smt. Vibhavari G. Kangne, Postman, Jacob Circle PO and Request for light duty to Shri Kiran Raojeet Dhadva, Postman, Worli Colony PO. **Ref.:** Your Letter No. NU/P-IV/Smt. Kangne/RD/2018 and NU/P-IV/KRD/Postman/Worli PO/2018 dated 9.8.2018.
4. No. RE/Misc/Union/CRC/GDS/2018, dated at Mumbai the 20-10-2018. Department of Posts, India, % The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding Decision of Committee on Compassionate Engagement (CCE) Meeting held on 12.04.2018. **Ref.:** Your reminder letter dated 14.07.2018 addressed to The Secretary (P), New Delhi.
5. No. PR/UNION/FNPO/NUPE IV/2018 Dated at Pune, 23 October, 2018. **Subject :** Regarding mutual transfer under Rule 38 - case of Pandharpur Division to Aurangabad Division. **Ref.:** Your Letter No. FNPO/Mutual Tfr./Pune RO to Aurangabad RO/2018 dated 12.09.2018.

6. No. BII/MACP/MTS/GKP/2018-2019 dated Mumbai-400014 the 5-11-2018. Department of Posts, O/o Sr. Supdt. of PO's, Mumbai East Division, Mumbai-400014. To Shri T.N. Rahate, General Secretary, NUPE Postmen and MTS Group C, CHQ, Delhi. Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054. **Subject** : Grant of due MACP II from June 2015. Case of Shri G.K. Pawar, MTS, BP Lane PO **Ref.:** Your Letter No. NU/P-IV/MACP/GK Pawar/BP Lane/2018 dated 24-9-2018.
7. No. Vig/Misc/Aurangabad/2017 dtd at Mumbai-400001 13-11-2018. Department of Posts, India, O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. To, the APMG (Inv), O/o CPMG, Maharashtra Circle, Mumbai-400001. **Subject** : Forwarding Complaint Received from Directorate - Case of Pargaon Sub Officer under Osmanabad Division regarding misappropriation of amount of Rs. 1,55,39,581/- by SPM Dudhal.
8. No. AI/Estt/Review/Aquem SO/GDSMD/2018-19 Dated 22-11-2018. Department of Posts, India, O/o Sr. Supdt. of Post Offices, Goa Div Mapusa-403507. **Subject** : Protection of Pay of GDS Employees - Case of Shri B.C. Pereira, GDS MD Aquem SO and review of workload of the GDS MD Aquem. **Ref.:** GR/Estt/Misc./Corr/2018-19 dated 18-10-2018.
9. No. AI/Estt/Review/Aquem SO/GDSMD/2018-19 Dated 29-11-2018. Department of Posts, India, O/o Sr. Supdt. of Post Offices, Goa Div Mapusa-403507. **Subject** : Protection of Pay of GDS Employees - Case of Shri B.C. Pereira, GDS MD Aquem SO and review of workload of the GDS MD Aquem. **Ref.:** GR/Estt/Misc./Corr/2018-19 dated 18-10-2018.
10. No. GR/Union/Union Corr/2017-18. Panaji dated 03.12.2018. Department of Posts, India, Office of the Postmaster General, Goa Region, Panaji-403001. To, Shri T.N. Rahate, General Secretary and Secretary General FNPO, NUPE Postmen & Multi Task Staff, Gr-C, Delhi-110001. **Subject** : Filling up of Sorting Postman vacant posts - Case of Kolhapur Division. **Ref.:** Your Letter No. NU/P-IV/Kolhapur/Stg. Postman/2017 dated 29-9-2018.
11. No. NMR/O&M/Ambarnath PO/Late running of Mail/2018 dated at Mumbai, the 10.12.2018. Department of Posts, India, O/o The Post Master General, Navi Mumbai Region, Mumbai-400001. **Subject** : Late running of Mail Schedule - Case of Ambarnath PO.
12. No. MR/O&M/FNPO/Corss/2018 dated at Mumbai 6.2.2019. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. Reminder I. Office Note. **Subject** : Non-payment of RD Account No. 221490 to 2211509 (20) Accounts in the name of Smt. Vibhavari G. Kangne, Postwoman, Jacob Circle PO, Mumbai.

#### Uttar Pradesh Circle

1. No. Union/M-14-1/Recog/3/Ch III dated at Lucknow 03-10-2018. Department of Posts, Office of the Chief Postmaster General, U.P. Circle, Lucknow-226001. **Subject:** Representation dated 15.09.2018 of General Secretary, National Union of Postal Employees, Postmen & MTS Group 'C' regarding Non-Payment of the dues to Shri Ramesh Chand IV Postman, Saharanpur HO who retired on Superannuation on 30-11-2017.
2. No. ACB/M-40/8/2009/9 Dated 23-8-2018, Department of Posts, Office of the Chief Postmaster General, UP Circle, Lucknow-226001. To, The Postmaster General, Agra Region, Agra-282001. **Subject** : Partiality in passing the T.A. Bills of Mail Overseers in comparison of SDIs/ASPOs of Mathura Division.
3. पत्रांक - सा.भा.नि.प्रको./भाग-5/रमेश चन्द दिनांक 12-11-2018. कार्यालय महाप्रबंधक (वित्त) डाक लेखा उ.प्र. परिमंडल, अलीगंज, लखनऊ-226024. सेवा में, जनरल सेक्रेटरी, दलवी सदन, खुशीद स्क्वायर, सिविल लाइन्स, पी एंड टी कॉलोनी, दिल्ली-110054. **विषय** : श्री रमेश चन्द, भू.पू. पोस्टमैन, सहारनपुर, प्र.डा. प्रान-110020332263 के एनपीएस भुगतान संबंध में।





## Vote of Thanks



Since last CWC and AIC till this date at Hyderabad, Telangana Circle, 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**, Ex-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 Dy. General Secretary, **Shri N.N. Mujawar** and Delhi Ex-Circle Secretary, **Shri Subhash Chaudhary, Shri R.K. Saha**, Dy. Circle Secretary, Delhi Circle and **Shri Satish Kumar** Divisional Secretary, Delhi East who has always helped me in day to day functioning of the CHQ.

I would also like to thank Shri Talayyaji who looks after CHQ very well and also takes care of all the leaders who visits CHQ.

**Since last CWC and AIC** till Hyderabad-500001 whatever work is done by CHQ it includes the active support, guidance and advice given by Ex-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, **Smt. Meera Handa** 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 7th term as General Secretary** of NUPE Postmen & MTS, Group C at Tamil Nadu Circle.

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 हैदराबाद, तेलंगाना 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 हूँ तथा **सर्वश्री डी. त्यागराजनजी**, पूर्व 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** मुंबई उन सभी के प्रति हार्दिक आभार व्यक्त करता हूँ।

इसी के साथ मैं सभी **सर्कल सेक्रेटरी** और सभी **CHQ पदाधिकारियों** का तहेदिल से आभार मानता हूँ 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**, डेप्युटी सर्कल सेक्रेटरी, महाराष्ट्र एंड गोवा सर्कल **श्री संतोष लाड**, सर्कल ट्रेजरर, महाराष्ट्र, **श्री एस.जी. कालोखे**, असिस्टेंट सेक्रेटरी जनरल और डेप्युटी जनरल सेक्रेटरी, **श्री एन.एन. मुजावर** तथा दिल्ली पूर्व सर्कल सेक्रेटरी **श्री सुभाष चौधरी**, **श्री आर.के. सहा**, डेप्युटी सर्कल सेक्रेटरी, **श्री सतीश कुमार**, डिवीजन सेक्रेटरी, दिल्ली पूर्व का भी आभार मानता हूँ जिनका मुझे निरंतर सहयोग मिलता रहा है।

और **श्री तलंग्याजी** जो CHQ की अच्छी तरह से देखभाल करते हुए वहां आनेवाले यूनियन नेताओं का अच्छी तरह से आवभगत करते हैं, उनका भी बहुत आभारी हूँ।

मैं मेसर्स अमन लेजर प्रिंट्स की **श्रीमती सुनीता शर्मा** का भी आभार व्यक्त करता हूँ 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 हूँ जो हर माह **'पोस्टल प्रकाश'** के प्रकाशन को सुचारू रूप से करते आ रहे हैं।

विगत केंद्रीय कार्यकारिणी और AIC तमिलनाडु में जो संपन्न हुई थी के उपरान्त आज तक संगठन की ओर से जो कार्य हुआ है उन सब के लिए पूर्व 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 हूँ और भविष्य में आप सभी महानुभावों से इसी प्रकार के सहयोग की अपेक्षा करता हूँ।

डाक विभाग के **सेक्रेटरी (P)**, **श्री ए.एन. नंदा**, **Director General, India Posts**, **श्रीमती मीरा हंडा** तथा सभी मेंबर (पोस्टल बोर्ड) सभी DDGs, सभी CPMGs एवं PMGs, DDG and Director (SR & Legal) और सभी डाक विभाग के अधिकारियों ने जो सहयोग दिया उन सभी के प्रति आभार व्यक्त करता हूँ।

आप सभी ने 7वीं बार मुझे तमिलनाडु तिरुवन्नतापुरम में विश्वास प्रदान करके चुना इसके लिए आप सभी का तहे दिल से शुक्रगुजार हूँ।

“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

में सदैव प्रयत्नशील रहूंगा।

में अपने संगठन में ऊंच-नीच के भेद-भाव और विचारों की

स्थान नहीं दूंगा और अहंकार व स्वार्थ की प्रवृत्ति का

शिकार नहीं बनूंगा।

में अपने संगठन के कर्मठ और बलिदानी नेताओं का

हमेशा स्मरण करूंगा ऐसी प्रतिज्ञा मैं करता हूं।

तथा इसके कल्याण और समृद्धि में ही मेरा सर्वस्व समाया हुआ है।



### सभासदों को सूचना

- यूनियन के नियमित सभासद बने रहें।
- अपनी समस्या यूनियन को पहुंचाने तथा उनके निपटारे के लिए लगातार प्रयास करते रहें।
- यूनियन की प्रतिष्ठा बढ़ाने के लिए यूनियन के आदेशों का पालन करें।
- यूनियन के प्रत्येक कार्यक्रम में सहभागी बनना अपना कर्तव्य समझें।
- विभाग के नियमों की जानकारी लेते रहें और अपने को सचेत बनाए रखें।
- यूनियन के अधिकार क्षेत्र एवं क्षमता को ध्यान में रखना चाहिए।
- समस्या के समाधान में होनेवाले विलंब के लिए वस्तुस्थिति का जायजा लें।
- बाहरी परिस्थिति की जानकारी के लिए यूनियन परिपत्रक नियमित रूप से पढ़ें।
- कार्यकर्ताओं और पदाधिकारियों के मनोबल एवं उत्साह को बढ़ाने का सदैव प्रयत्न करें।
- मैं एफ.एन.पी.ओ. जैसी बलशाली संगठन का सदस्य हूँ यह स्वाभिमानपूर्वक सभी को बतायें।
- यूनियन के कामकाज के विषय में आपकी सूचना एवं मतव्य प्रार्थनीय है।