

स्वर्ण जयंती वर्ष

नॅशनल यूनियन ऑफ पोस्टल रम्पलाईज
पोस्टमैन सॅण्ड सम.टी.एस., ग्रुप 'सी'

इक्कीसवां

अखिल भारतीय अधिवेशन

दिनांक 7 अक्टूबर से 9 अक्टूबर, 2018
स्थल : वनियार महल (ए/सी) नं. 62,
तिरुदल स्ट्रीट, तिरुवन्नमलाई-606601 (तमिलनाडु)

द्विवार्षिक अहवाल

(2016-2018)

श्री डी. त्यागराजन सेवा निवृत्त हुए



श्री डी. त्यागराजनजी उम्र के साठ साल पूरे होने पर केंद्र सरकार के सेवा से 31 मार्च, 2018 में निवृत्त हुए। माननीय श्री डी. त्यागराजनजी पिछले चौदह साल तक FNPO फेडरेशन के सेक्रेटरी जनरल रहे। उनके कार्यकाल में कई सर्कलों में सभासद संख्या में बढ़ोत्तरी हुई एवं कई शाखाओं को मान्यता प्राप्त हुई। उन्होंने संगठन को उच्चतम दर्जा प्राप्त कराने की लगातार कोशिश की तथा उसमें वह सफल भी रहे।

उनका हमारे महाराष्ट्र सर्कल को हमेशा सहयोग रहा। हम उनके स्वस्थ और शतायु जीवन की कामना करते हैं और उनसे अनुरोध करते हैं भले ही वह केंद्रीय सेवा से मुक्त हो गए हैं मगर हमको और हमारी यूनियनों को हमेशा उनके सहयोग और मार्गदर्शन की जरूरत रहेगी। हमें पूरा विश्वास है कि हम जब भी उनको आवाज देंगे वे बड़े भाई के तरह हमें सहयोग देने के लिए आगे आयेंगे।

उनके अनुभव एवं मार्गदर्शन का ही सुफल है कि महाराष्ट्र को NUPE Postmen & MTS, Group C को जनरल सेक्रेटरी और FNPO को सेक्रेटरी जनरल जैसे उच्च पदों पर प्रतिनिधित्व करने का मौका मिला है। हम उनका आभार व्यक्त करते हैं।

ईश्वर से प्रार्थना करते हैं कि वह इसी तरह स्वस्थ बने रहे। हम उनकी लंबी उम्र की दुआ करते हैं। NUPE P-IV एवं फेडरेशन की सभी शाखाओं की तरफ से हम उनके भावी जीवन के लिए शुभकामनाएं व्यक्त करते हैं।

21st All India Conference

Welcome Address by the General Secretary at Thiruvanamalai in Tamil Nadu Circle

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 Thiruvanamalai, Tamil Nadu Circle to present and participate in the each and every event of our **CWC and 21st All India Conference** being held during **6th October to 9th October, 2018 at Vaniyar Mahal (A/C) No. 62, Thirudal Street, Thiruvanamalai.**

In this AIC, 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** 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 three 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 some cities, 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 PA/SA/Postman/Mailguard/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.

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

21वां ऑल इंडिया कांफ्रेंस हेतु आपका स्वागत है

प्रिय मित्रो,

नैशनल यूनियन पोस्टमैन, एम.टी.एस. ग्रुप 'सी' CHQ की ओर से तथा व्यक्तिगत तौर पर मेरी ओर से आप सभी उपस्थित महानुभावो का तमिलनाडु सर्कल के थीरूवनामलाई 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 6 अक्टूबर से 9 अक्टूबर, 2018 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 मोबाईल डिवाइस दिया जायेगा 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 अधिवेशन 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



पुण्य स्मृति को शत-शत नमन

सर्व मंगल सत्त्वशील

पूर्व प्रधानमंत्री भारत रत्न श्री अटल बिहारी वाजपेयी
(1924-2018)

दो अनुभूतियां

पहली अनुभूति

बेनकाब चेहरे हैं, दाग बड़े गहरे हैं,
टूटता तिलिस्म आज सच से भय खाता हूं,
गीत नहीं गाता हूं।
लगी कुछ ऐसी नजर बिखरा शीशे सा शहर,
अपनों के मेले में मीत नहीं पाता हूं,
गीत नहीं गाता हूं।
पीठ में छुरी-सा चांद, राहू गया रेखा फांद,
मुक्ति के क्षणों में बार-बार बंध जाता हूं,
गीत नहीं गाता हूं।

दूसरी अनुभूति

गीत नया गाता हूं,
टूटे हुए तारों से फूटे बासंती स्वर,
पत्थर की छाती में उग आया नव अंकुर,
झरे सब पीले पात कोयल की कुहुक रात,
प्राची में अरुणिम की रेख देख पाता हूं,
गीत नया गाता हूं।
टूटे हुए सपनों की कौन सुने सिसकी,
अन्तर चीर व्यथा पलकों पर ठिठकी,
हार नहीं मानूंगा, रार नहीं ठानूंगा,
काल के कपाल पे लिखता मिटाता हूं,
गीत नया गाता हूं।

हम जियेंगे तो इसके लिए...

भारत जमीन का टुकड़ा नहीं,
जीता जागता राष्ट्र पुरुष है।
हिमालय मस्तक है, कश्मीर किरीट है,
पंजाब और बंगाल दो विशाल कंधे हैं।
पूर्वी और पश्चिमी घाट दो विशाल जंघायें हैं।
कन्याकुमारी इसके चरण हैं,
सागर इसके पग पखारता है।
यह चंदन की भूमि है, अभिनंदन की भूमि है,
यह तर्पण की भूमि है, यह अर्पण की भूमि है।
इसका कंकर-कंकर शंकर है,
इसका बिन्दु-बिन्दु गंगातल है।
हम जियेंगे तो इसके लिए, मरेंगे तो इसके लिए।

हिन्दुस्तान हमारा

दुनिया का इतिहास पूछता,
रोम कहाँ, यूनान कहाँ?
घर-घर में शुभ अग्नि जलाता।
वह उन्नत ईरान कहाँ है?
दीप बुझे पश्चिमी गगन के,
व्याप्त हुआ बर्बर अंधियारा,
किन्तु चीर कर तम की हटाती,
चमका हिन्दुस्तान हमारा।
शत-शत आघातों को सहकर,
जीवित हिन्दुस्तान हमारा।
जग के मस्तक पर रोली सा,
शोभित हिन्दुस्तान हमारा।

Heartfelt Condolence

In recent past the Country has lost several eminent persons such as Former Prime Minister Shri Atal Bihari Vajpayee, Former Chief Minister of Tamilnadu Shri M. Karunanidhi, Former Chief Minister of Tamilnadu Ms. Jaylalitha, Former Captain of Indian Cricket Team Shri Ajit Wadekar, Former Lok Sabha Speaker Shri Somnath Chatterjee, Governor of Chattisgarh Shri Balram Das Tandon, Congress Leader and Former Communication Minister Shri Gurudas Kamat, young T.V. actress Pratusha Baneerjee and famous film actress Sridevi NUPE P-IV pays homage to all the departed soul.

The NUPE P-IV Union also pays homage to the departed soul of Smt. Major Meera Datta, Additional Director General, (PSB), Department of Posts, Dak Bhawan, New Delhi who helped us immensely in solving many problems of DoPT.

We also pay homage to the departed soul of Former Secretary General of United Nations Mr. Koffi Annan.

NUPE P-IV pay homage to the departed souls of all brave soldiers who lost their lives protecting our Motherland, all police and para-military personnels who sacrificed their lives fighting against terrorism and naxalism, poor farmers who were victims of death trap and all those people who have lost their lives due to flood, fire or some other natural calamities.

We on behalf of NUPE Postmen and MTS, Group C convey our heartfelt condolences to their bereaved families. May their soul rest in peace.

शोक संवेदना

हाल के दिनों में देश ने कई महत्वपूर्ण और विलक्षण हस्तियां को सदा-सदा के लिए खो दिया। इनमें देश के पूर्व प्रधानमंत्री श्री अटल बिहारी वाजपेयी, तमिलनाडु के पूर्व मुख्यमंत्री और द्रमुक नेता श्री एम. करुणानिधि, तमिलनाडु की पूर्व मुख्यमंत्री और अन्नाद्रमुक नेता सुश्री जयललिता, भारत के पूर्व क्रिकेट कप्तान श्री अजीत वाडेकर, पूर्व लोकसभा अध्यक्ष और वरिष्ठ माकपा नेता श्री सोमनाथ चटर्जी, छत्तीसगढ़ के राज्यपाल श्री बलराम दास टंडन, प्रसिद्ध कांग्रेस नेता एवं पूर्व केन्द्रीय संचार मंत्री श्री गुरुदास कामत, टी.वी. अभिनेत्री प्रत्यूशा बनर्जी, मशहूर सिने अभिनेत्री श्रीदेवी शामिल हैं। NUPE P-IV संगठन की ओर से हम इनके प्रति भावभीनी श्रद्धांजलि अर्पित करते हैं।

NUPE P-IV संगठन की ओर से हम श्रीमती मीरा दत्ता, एडशिनल डायरेक्टर जनरल (PSB) के प्रति भी भावभीनी श्रद्धांजलि अर्पित करते हैं। DOPT की बहुत सी समस्याओं को सुलझाने में इन्होंने बहुत सहयोग दिया था।

इस बीच संयुक्त राष्ट्र संघ के पूर्व महासचिव कॉफी अन्नान का भी निधन हो गया। उनकी स्मृति को भी नमन।

NUPE P-IV की ओर से हम सीमा पर देश की रक्षा करते हुए शहीद हो जाने वाले सभी बहादुर सैनिकों, आंतकवाद और नक्सलवाद का मुकाबला करते हुए अपने प्राण गंवा देने वाले पुलिसकर्मियों, जीवन स्थितियों से परेशान होकर आत्महत्या करनेवाले किसानों, बाढ़, आगजनी और अन्य प्राकृतिक आपदाओं के शिकार होकर असमय जान गंवा देनेवाले नागरिकों के प्रति भी अपनी शोक संवेदना व्यक्त करते हैं।

हम NUPE Postmen and MTS, Group C की तरफ से भी भावभीनी श्रद्धांजलि अर्पित करते हैं।

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



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

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

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

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

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

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

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 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)

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

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 सेवकाल अच्छी तरह से बीत जाये यह शुभकामनाएं करता हूँ।

- आर.एन. गाडगील
(गुरुजी)

दिल से धन्यवाद!

सभी साथियो, भाइयो और बहनो,

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

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

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

- टी.एन. रहाटे, जनरल सेक्रेटरी

Members Circlewise (Verification of Member Process 2015)

Group 'D' / 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
	Total	59920	14148	33294	2408
	Percentage		23.60%	55.56%	04.01%

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

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

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

To,

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

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

Madam/Sir,

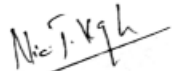
I am directed to state that fresh election of National Union of Postal Employees Postmen, MTS Group - C has been conducted and a list of new Office Bearers elected in 20th AIC of the said Union held at Kolkata from 10th to 13th August, 2016 is as under:-

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

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

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

Yours faithfully,



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

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



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

**Amendments made in the Constitution of
NUPE P-IV during the 20th AIC held in Kolkata, WB Circle**

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

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

To,

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

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

Sir,

I am directed to refer to your letter No. NU/P-IV/20th AIC/Amendment in Constitution/2016 dated 23.08.2016 on the subject mentioned above and to inform you that the Government has provisionally approved amendments in the following Articles in the Constitution of National Union of Postal Employees, Postmen & Group 'D'/Multi Tasking Staff Group 'C'. The amended version will now be read as under:-

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

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

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

Yours faithfully,



(Swwarupa Saraan)

Assistant Director General (SR & Legal)

Copy to:- All Heads of Circles for necessary information.



(Swwarupa Saraan)

Assistant Director General (SR & Legal)

Filling the Vacant Post of AGS NUPE Postmen and MTS Group C

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

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated the 21st June, 2017

To,

1. All Heads of Postal Circle.
2. All Postmasters General.
3. Director Rafi Ahmed Kidwai National Postal Academy, Kamla Nehru Nagar, Ghaziabad-201002 (UP).
4. CGM, PLI Directorate, Chankyapuri PO, New Delhi.
5. CGM, BD&M Directorate, Dak Bhawan, New Delhi.
6. Postmaster General, Foreign Mails, Mumbai.
7. All Directors, Postal Training Centres.
8. Directors Foreign Mails, Chennai, Kolkata and Delhi.
9. All Directors/Dy. Directors of Accounts (Postal).

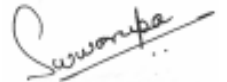
Subject : Regarding filling the Vacant Post of AGS NUPE Postman and MTS Group C in CWC Meeting held from 28th to 29th March, 2017 at New Delhi.

Madam/Sir,

I am directed to state that meeting of Central Working Committee National Union of Postal Employees Postman, MTS Group C held at New Delhi from 28th to 29th March, 2017 unanimously elected Sh. N.N. Mujawar as Assistant General Secretary of the Union consequent upon resignation of Sh. S.P. Zunjarrao from the post of Assistant General Secretary.

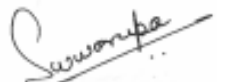
This is for information and taking necessary action as per existing instructions on the subject.

Yours faithfully,



(Swwarupa Saraan)
ADG (SR & Legal)

- Copy to:-
1. General Secretary, National Union of Postal Employees, MTS Group-C, Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054.
 2. All Sections in the Department of Posts.



(Swwarupa Saraan)
ADG (SR & Legal)

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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

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

Ref. No.: NU/P-IV/2nd CWC/TNC/01/2018

Date : 04-08-2018

NOTICE

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 **6th October to 9th October, 2018 at 10.00 am at Vaniyar Mahal (A/C) No. 62, Thirudal Street, Thiruvanamalai-606601.**

The following shall be the Agenda.

Agenda

1. Adoption of the Minutes of the last CWC, Mysuru-15 (Karnataka Circle).
2. Approval of the Report on activities for the period from **1st August 2016 to 31st August 2018** for placing in the AIC.
3. Approval of the Audited Accounts for the **years 1-4-2016 to 31-3-2017 and 1-4-2017 to 31-3-2018.**
4. All matters relating to AIC.
5. Amendments to the Constitution.
6. Resolutions.
7. Any other subject with the permission of the Chair.

Thanking you,

Yours Sincerely



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

Ref. No.: NU/P-IV/2nd CWC/TNC/01/2018

Date : 04-08-2018

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

Minutes of CWC of NUPE Postmen & MTS, Group 'C', CHQ held at Mysuru during 16th July to 18th July 2017

As per notice from CHQ NUPE Postmen & MTS, Group 'C' dated 29-5-2017 the CWC was held at **Hotel Shringar Inter Continental, 174, Nelson Mandela Road, Opp. KSRTC Bus Depot, Bannimantap, Mysuru-15, Karnataka Circle from 16th July to 18 July, 2017.**

On 16th July, the CWC started at 11.00 hours. **Shri Gulam Rabbani, President CHQ** was in Chair. Total 39 members were present including CWC Members and Circle Secretaries of various Circles.

The Opening Ceremony of CWC was held and **Shri K.V. Kurudigi**, Circle Secretary, Karnataka welcomed all the participants on behalf of Reception Committee. Almost all the Dignitaries were honoured by Garland and Shawls especially **Shri D. Theagarajan**, Secretary General, FNPO, **Shri Gulam Rabbani**, President, CHQ, **Shri T.N. Rahate**, General Secretary, CHQ, **Shri K. Shivdasan**, General Secretary, Civil Wing, Senior Leaders **Shri B.M. Ghosh**, **Shri Gadgil Gurujee** and specially **Smt. Soma Ghosh**, Circle Secretary, West Bengal and **Shri Gangayya K.C.**

Thereafter CWC held Sarswati Vandana by Shri Shrinivasana. Then inauguration ceremony of CWC was held by **Shri Rajendra Kumar**, PMG, S.K. Region through **Deep Prajvalan** alongwith Shri D. Theagarajan and Shri T.N. Rahate. Then copies of CWC Report were given to all present on the dais.

Shri Rajendra Kumar, PMG in his inauguration speech discussed the issue of **Postal Delivery, Intimation, Speed Post Remarks** by Postmen. He particularly told that Postmen will be the medium between public and Government due to various **products of Postal Department**. In last he gave best wishes for success of CWC.

Shri D. Theagarajan discussed various issues in his speech particularly **CGE, Postal Employees and Labour of this Country, 7th CPC the last worst CPC**. He particularly mentioned that **Government cheated Postal Employees in this CPC**.

He talked about difference in between **NFPE and FNPO** dealing with issues. He discussed Postal Function of delivery, **computer technology, E-Commerce, India Post** etc. He praised **Shri Kurudigi and Shri Mahadevayya** for very well organising of CWC at Mysuru.

Shri T.N. Rahate, General Secretary, NUPE Postmen & MTS, Group C, CHQ spoke on the occasion and after his **offered sincere thanks for organising CWC in such a grand manner by Shri Kurudigi and Mahadevayya and their team**.

He then spoke about non-recruitment of Postmen Staff, corruption in holding exam for recruitment of Postmen by Private Parties. He talked for automatic promotion to Postman from GDS and assured Department for every cooperation in this process. He thanked all Committee Members of Reception Committee for holding the CWC.

Shri K. Shivdasan, General Secretary, Civil Wing spoke on Postal Golden days of past and present mail position. He urged upon to fight for anti-labour policy of the Government.

Shri D. Shivayya, SSPOs, Mysuru Division addressed and said two wheels of cart - one is Department and second is Union. He asked for upliftment of Department and staff.

Shri S. Raj Shekhar, Dy. Director PTC, Mysuru spoke on the occasion and said Public knows only our two officials of Department, one is Postman and second is Counter PA.

Shri B.M. Ghosh, Senior Leader spoke on the issue of 7th CPC and **three Minister Committee**.

In between Session **Shri D. Rajyya**, SSPOs, Mysuru was honoured being on his retirement; by the PMG and then the officers left the dais.

Then **Shri Subramaniam**, Ex-General Secretary addressed CWC and thanked for allowing him to speak.

Shri Gulam Rabbani delivered his Presidential Speech. He congratulated Shri Kurudigi and his team for holding CWC. He discussed Postal Delivery, Postman Working, Speed Post etc.

Shri Raj Shekhar, Dy. Director PTC was honoured by Shri T.N. Rahate.

Then **Shri K.C. Gangayya**, President, NUPE P-IV, Karnataka and AGS CHQ spoke on the occasion.

Smt. Soma Ghosh, Circle Secretary, West Bengal Circle spoke and complained that Postman Staff is not being treated at par with other CGE by the 7th CPC.

Then the Reception Committee honoured the dignitaries in Karnataka tradition for their participation in CWC. Shri Gulam Rabbani, Shri D. Theagarajan, Shri T.N. Rahate, Shri K. Shivdasan and others including Shri B.M. Ghosh, Smt. Soma Ghosh, Shri Subramaniam, Shri K.C. Gangayya, Guruji and so many others.

Then session was adjourned for lunch break.

After Lunch Shri T.N. Rahate explained about Report of CWC pagewise, as per Index.

Then he gave details page by page upto page 178 to 180 and then page 181 to 187, 188 to 192, 193 to 244. He then read out page of Vote of Thanks. After reading by the Government on Allowances. He particularly pointed out the Full Beat, Half Beat Rate. Then CWC was adjourned for next day.

On 17th July, 2017 at 10.30 hours, CWC resumed. Shri Gulam Rabbani was in Chair as President. He addressed Session; then Shri T.N. Rahate, General Secretary gave proceeding of 17th July, 2017 on various issues; in between Shri Raj Gopal was honoured for his contribution of for collection funds for CWC.

Then speakers started for their addresses. **Shri Srinivasan**, Circle Secretary, Telangana spoke on Parcel Delivery. **Shri Ramesh** deputed Circle Secretary, AP spoke on harassment of Postmen, Single Delivery.

Shri Makwana, deputed Circle Secretary, Gujarat spoke on issue of recruitment of Postman.

Shri Jaipal, Circle Secretary, Haryana spoke about non-recruitment of direct Quota. He asked that Strike notice should be posted and only on mobile information is not sufficient.

Shri P. Sugumaran, Circle Secretary Tamil Nadu spoke about non-holding of meetings by Department at all level, non-payment of Commission for procurement of PLI, RPLI Collection. Construction of Staff Quarters, Low Payment of Outsiders, LR Postman being utilised as PA, Non-grant of Medical Advances, Ceiling of Income Tax upto 5 Lakhs, Supply of Computers, Uniform, Stitching Charges.

Shri Sunil Zunjarrao, Circle Secretary, Maharashtra spoke on Acche Din, non-payment of arrears of allowance, non-recruitment on all vacant post. Low Rate of Rs. 288/- for Outsider. He praised Shri T.N. Rahate for his hardwork, paper of Exam for Postman from GDS, Amazon Postal Delivery, Holding of Circle CWC in Maharashtra for **every six months** and collection of Quota etc.

Smt. Soma Ghosh, Circle Secretary, West Bengal talked about functioning of Union in West Bengal Circle smoothly. She asked for good working, maintenance in discipline, Nodal Delivery, CPMG behaviour as Hitler, **COD Problem**, request for taking the issues with higher level.

Shri Kurudigi, Circle Secretary, Karnataka spoke on **7th CPC, Allowances, Recruitment, Member Verification**, Election System should be introduced.

Shri Naval Kishore, Circle Secretary, Jharkhand spoke on vacant post, decrease in Membership.

Shri Harishankar P. Sinha, Circle Secretary, Bihar spoke on **COD and National Union Affiliation**.

Smt. Soma Ghosh, Circle Secretary, West Bengal spoke on **agitational program and urged that this programme should not be on Monday**.

Shri Lambodar Raut, Circle Secretary, Odissa told Postman means **Dak Vibhag** and Dak Vibhag means Postman, **Postman Bachao**.

Then CWC was adjourned for Lunch at 14.30 hours.

At 16.00 hours CWC resumed.

After Speech of Secretary General, the meeting was adjourned for next day i.e. for 18-7-2017.

On 18-7-2017 at 10.00 hours CWC resumed under the **Presidentship of Shri Gulam Rabbani**.

Shri A.K. Solanki, Working President and Circle Secretary of Gujarat Circle spoke on recruitment of Postman, MTS in Gujarat Circle. He particularly pointed out that highly qualified **new recruit usually leaving the Department after 6 to 12 months of their appointment**. Therefore those **new recruit** should be asked for **security amount of 2-3 Lakhs of Deposit for 5-10 years**. Then he spoke on **MACP Anomalies, Corruption in Exam of Recruitment, Strike**. His own chargesheet and **congratulated Karnataka for holding CWC**.

Shri V.K. Mathur, Dy. General Secretary, CHQ addressed the Session.

Shri N.N. Mujawar, AGS and ASG FNPO addressed CWC. He described working of **Postal Business of Bangkok**, future delivery, E-Commerce, **Recruitment Rules of Postman, MTS** by Department itself, demanded 100% recruitment from GDS, Casual labour, **conducting exam for Postman MTS by Department itself; GST on PLI Business**, loss in 7th CPC; T.U. Facilities to BDKS, COD, Member Verification of GDS.

Shri K.C. Gangayya, AGS and President Karnataka spoke on the **issues of Karnataka Circle.**

Shri Jagdish Sharma, Treasurer CHQ read out the **amount Quota received from various Circle. Maharashtra comes number one Rs. 1,81,000/-.**

Shri Gulam Rabbani spoke. He **thanked** for cooperation given by **Secretary General** in all agitation launched by NUPE, P-IV, listing of SPs Article, CSI Scheme, Regd. Newspaper, Loss of Revenue, CSI should be implemented in Delhi Circle first. Secretary General should not resign; if other retired members of CGE JCA present in any agreement with the Department.

Shri B.M. Ghosh, Senior Leader **spoke** in detail **about loss of Postman, MTS** by 7th CPC comparing to last CPC. So **also talked about HRA** and asked Secretary General to raise objections. He then **readout the Resolutions passed in AIC.**

Shri D. Theagarajan, Secretary General addressed House, gave details of 7th CPC, three Ministers Meeting, CGE, NCJCA, **22 Days Strikes of 1998 and 2000**, Ex-Prime Minister declared in Lok Sabha that Period of Strike will be treated as Leave and Salary will be paid but not kept his promise and we lost the salary. **FNPO Quota.**

Shri Gadgil Guruji addressed the Session as usual.

Shri T.N. Rahate asked the House **for holding of next AIC.**

Shri Sugumaran, Circle Secretary, Tamil Nadu declared that Tamil Nadu Circle will hold next AIC. Shri T.N. Rahate requested that **all should give Rs. 100/- each for AIC Expenditure. CHQ will send coupon books to each Circle.**

Shri B.M. Ghosh declared that Foundation Day of FNPO Golden Jubilee will start on 10th October, 2017 from West Bengal Circle and **will be celebrated on 10th October, 2018** in Tamil Nadu Circle.

Shri T.N. Rahate told that the **Birth place of National Union was taken place at Nagpur in Maharashtra Circle.** The **Foundation Day celebration should take place at Nagpur FNPO.** He then told that **in Maharashtra Circle every six months they are holding CWC of Circle and collection Quota of Circle, CHQ Federation. All Circle should follow this practice at par with Maharashtra which will help all of us for collection of Quota of Circle, CHQ and Federation.**

He then told that **he himself and Shri D. Theagarajan are working honestly by the Grace of God and you all our Members.**

He then requested to all for better working and functioning of Union **and asked to be ready to accept the new technology and knowledge.** He said that **sending Shri N.N. Mujawar to Bangkok UNI was one of the example for this.**

Shri T.N. Rahate then asked for sending problems from Circles to CHQ. He then **spoke on HRA Policy, Matter of Government.** We should work honestly for 7 1/2 hours daily; do not make false/bogus remark. We are working for people, we should keep cordial relations with officers. Late GKP is just like my father and **Shri D. Theagarajan is my big brother.**

Shri Gulam Rabbani gave his Presidency Speech and after Rashtrageet **CWC was concluded and adjourned at 21.00 hours on 18-7-2017.**

NUPE Postmen & MTS, Group C, CHQ की CWC मैसूर की मीटिंग 16 जुलाई, 2017 से 18 जुलाई, 2017 के मीनिट्स

दिनांक 29-5-2017 की नोटिस जो अपनी NUPE Postmen & MTS, Group C, CHQ द्वारा निकाली गयी उसका अनुसार ता. 16 जुलाई 2017 से 18 जुलाई 2017 की कालावधि में CWC मीटिंग श्री गुलाम रब्बानी, CHQ प्रेसीडेंट की अध्यक्षता में मैसूर शहर में संपन्न हुई।

दिनांक 16 जुलाई, 2017 की सुबह 11.00 बजे CWC शुरू हुई। CWC मेंबर सर्कल सेक्रेटरी आदि मिलाकर 39 सदस्य उपस्थित थे। श्री कुरुडुगी, सर्कल सेक्रेटरी, कर्नाटक ने स्वागत समिति की ओर से CWC में उपस्थित सभी सदस्यों का भावपूर्ण शब्दों में स्वागत किया। पुष्पहार तथा शाल उढ़ा कर श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO, श्री गुलाम रब्बानी, अध्यक्ष, NUPE P-IV CHQ, श्री टी.एन. रहाटे, जनरल सेक्रेटरी, NUPE P-IV, CHQ, श्री के. शिवदासन, जनरल सेक्रेटरी, Civil Wing, वरिष्ठ नेता श्री बी.एम. घोष और श्री गाडगिल गुरुजी तथा श्रीमती सोमा घोष, सर्कल सेक्रेटरी, वेस्ट बंगाल सर्कल और श्री के.सी. गंगय्या, अध्यक्ष, कर्नाटक, इन सभी को सम्मानित किया।

तत्पश्चात् श्री श्रीनिवासन द्वारा सरस्वती वंदना कर विधिवत श्री राजेंद्र कुमार, PMG, SK Region द्वारा CWC का उद्घाटन दीप प्रज्ज्वलन द्वारा किया गया जिसमें श्री डी. त्यागराजन एवं श्री टी.एन. रहाटे ने भाग लिया।

श्री राजेंद्र कुमार, PMG ने अपने उद्घाटन भाषण में पोस्टल डिलीवरी, Intimation, Speed Post Remark, पोस्टमैन द्वारा की जा रही सेवा आदि विषयों पर प्रकाश डाला तथा CWC को शुभ कामनाएं दीं।

श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO ने अपने उद्घाटन भाषण में CGE, डाक कर्मचारी, इस देश के मजदूर, 7th CPC द्वारा कर्मचारियों को सरकार की ओर से दी गयी धोखाधड़ी की विस्तृत चर्चा की। NFPE व FNPO की तुलना करते हुए डाक वितरण, कंप्यूटर टेक्नोलॉजी, ई-कॉमर्स, इंडिया पोस्ट आदि विषयों पर प्रकाश डाला। अंत में श्री कुरुडुगी व महादेवय्या स्वागत समिति को CWC आयोजन के लिए बधाई दी।

श्री टी.एन. रहाटे, जनरल सेक्रेटरी NUPE, P-IV CHQ ने अपने भाषण में श्री कुरुडुगी व श्री महादेवय्या की इस शानदार तरीके से CWC का आयोजन करने के लिए प्रशंसा की और उनका आभार व्यक्त किया। और अपने भाषण में उन्होंने पोस्टमैन स्टाफ में भर्ती न होना, परीक्षा में धांधली तथा कंपनी द्वारा भ्रष्टाचार आदि विषयों के साथ GDS द्वारा पोस्टमैन पदों पर भर्ती की योजना पर प्रकाश डाला और इसके लिए यूनियन द्वारा हर प्रकार के सहकार्य का आश्वासन दिया।

श्री के. शिवदासन, जनरल सेक्रेटरी, Civil Wing ने अपने भाषण में भूतकाल में पोस्टमैन सुवर्ण युग का स्मरण किया और वर्तमान में डाक विभाग की तुलना कर अच्छे दिनों का उपहास किया तथा सरकार की कामगार विरोधी नीतियों के विरुद्ध एकजुट होकर संघर्ष का आवाहन किया।

श्री डी. शिवय्या, SSPOs मैसूर डिवीजन ने अपने भाषण में गाड़ी के दो पहियों का जिक्र किया जिसमें एक पहिया डाक विभाग और दूसरा पहिया यूनियन। आपने विभाग और कर्मचारियों का स्तर ऊपर उठाने का भी आवाहन किया।

श्री राजशेखर, Dy. Director PTC मैसूर ने अपने उद्बोधन में कहा कि जनता सिर्फ डाक विभाग में दो व्यक्तियों को जानती है, एक पोस्टमैन और दूसरा खिड़की पर काम करता क्लर्क।

श्री बी.एम. घोष, वरिष्ठ नेता ने अपने भाषण में कहा कि 7th CPC और तीन मंत्री कमेटी द्वारा कर्मचारियों पर घोर अन्याय किया गया है। इसी दौरान श्री राजय्या, SSPOs, मैसूर का निवृत्ति सत्कार किया गया।

श्री सुब्रमनियम, भूतपूर्व जनरल सेक्रेटरी, NUPE P-IV ने अपने भाषण में CWC का धन्यवाद किया।

श्री गुलाम रब्बानी ने अपने अध्यक्षीय भाषण में श्री कुरुडुगी और उनकी टीम की प्रशंसा की और CWC आयोजन के लिए उनका धन्यवाद किया तथा पोस्टमैन डिलीवरी, स्पीड पोस्ट और भी अन्य विषयों पर अपने विचार रखे।

श्री राजशेखर, Dy. Director PTC का श्री टी.एन. रहाटे द्वारा सत्कार किया गया।

इसके पश्चात् श्री के.सी. गंगाय्या, प्रेसीडेंट, NUPE P-IV, कर्नाटक ओर AGS CHQ द्वारा समयोचित संबोधन किया गया।

श्रीमती सोमा घोष, सर्कल सेक्रेटरी, वेस्ट बंगाल सर्कल ने अपने भाषण में कहा कि 7th CPC ने पोस्टमैन कैडर को अन्य CGE के बनिस्बत कम आंका है।

इसके पश्चात् स्वागत समिति द्वारा CWC में आये अतिथियों का कर्नाटक पद्धति से सत्कार किया गया, सर्वश्री गुलाम रब्बानी, डी. त्यागराजन, टी.एन. रहाटे, के. शिवदासन, बी.एम. घोष, श्रीमती सोमा घोष, सुब्रह्मण्यम, के.सी. गंगाय्या, गुरुजी और अन्य अतिथियों को सम्मानित किया गया।

तत्पश्चात् भोजन अवकाश के लिए सदन स्थगित हुआ।

भोजन अवकाश के बाद सदन की कार्रवाई शुरू हुई। श्री रहाटे द्वारा CWC की रिपोर्ट सदन में प्रस्तुत कर हर सप्ते को सूची अनुसार पढ़ा गया और अंत में जिस पन्ने पर आभार व्यक्त किया गया है उसे पढ़ा गया। इसके बाद श्री रहाटे द्वारा अलाउंस पर शासन द्वारा पारित आदेश पर बात की और विशेष रूप से पोस्टमैन डबल बीट और आधी बीट के दर का विवरण दिया। तद्उपरांत CWC दूसरे दिन तक के लिए स्थगित की गयी।

ता. 17 जुलाई, 2017

10.30 बजे CWC की कार्रवाई शुरू हुई। श्री गुलाम रब्बानी ने अपने अध्यक्षीय भाषण में कहा कि आज सदन में सभी सर्कल सेक्रेटरी अपना उद्घोषण देंगे। इसके बाद श्री टी.एन. रहाटे द्वारा कई विषयों पर मत प्रदर्शन किया गया। इस बीच श्री राजगोपाल को उनके CWC के लिए सबसे ज्यादा फंड इकट्ठा करने के लिए सत्कार किया गया। उसके बाद स्पीकर सेशन शुरू हुआ।

श्री श्रीनिवासन, सर्कल सेक्रेटरी, तेलंगाणा ने पार्सल डिलीवरी के बारे में चर्चा की।

श्री रमेश, डेप्यूट ड सर्कल सेक्रेटरी, आंध्र प्रदेश ने पोस्टमैन पर हो रहे अन्याय के बारे में चर्चा की।

श्री मकवाना, डेप्यूट ड सर्कल सेक्रेटरी, गुजरात ने रिक्त पदों को भरने के विषय पर चर्चा की।

श्री जयपाल, सर्कल सेक्रेटरी, हरियाणा ने रिक्त पदों की डायरेक्ट कोटा में भर्ती न होने के बारे में चर्चा की व कहा कि हड़ताल संबंधी जानकारी सिर्फ पोस्ट द्वारा ही भेजी जाये, क्योंकि मोबाइल पर पूरी जानकारी नहीं मिल पाती है।

श्री पी. सुगुमारन, सर्कल सेक्रेटरी, तमिलनाडु सर्कल ने अपने भाषण में कहा कि सर्कल और डिवीजन स्तर पर विभागवार मीटिंग नहीं हो रही हैं, **PLI/RPLI बिजनेस** पर कमीशन नहीं दिया जा रहा है। स्टाफ क्वार्टर बनाये जाये, कैज्युल लेबर की पेमेंट दर बहुत कम है। **L/R पोस्टमैन को क्लर्क** की जगह काम लिया जा रहा है। मेडीकल एडवांस नहीं दिया जा रहा है। **इन्कम टैक्स सिलिंग 5 लाख किया जाये।**

श्री सुनील झुंजारराव, सर्कल सेक्रेटरी, महाराष्ट्र ने कहा कि अच्छे दिन कब आयेंगे। अलाऊंस का बकाया मिलना चाहिए, सभी रिक्त पदों को भरा जाये, आउट सायडर को मिलने वाला रु. 288/- की दर बहुत कम है, बढ़ोत्तरी हो। श्री रहाटे के काम करने के तरीके और मेहनत की प्रशंसा की। **GDS से पोस्टमैन की परीक्षा का पेपर सरल हो, अमेज़ॉन पोस्टल डिलीवरी, हर 6 माह में महाराष्ट्र सर्कल में CRC की मांग, कोटा जमा करने के लिए हर 6 माह में एक बार सर्कल CWC होना चाहिए।**

श्रीमती सोमा घोष, सर्कल सेक्रेटरी, वेस्ट बंगाल ने कहा कि उनके सर्कल में यूनियन का कामकाज ठीक ढंग से चल रहा है। उन्होंने अच्छे तरीके से काम करने को कहा, नोडल डिलीवरी, **CPMG, वेस्ट बंगाल हिटलर की तरह बर्ताब, COD**, इन विषयों को **Directorate** स्तर पर लेने की बात की।

श्री कुरुडगी, सर्कल सेक्रेटरी, कर्नाटक ने 7वा पे कमीशन, अलाऊंस, भर्ती, मेंबर वेरीफिकेशन विषयों पर चर्चा की।

श्री नवलकिशोर, सर्कल सेक्रेटरी, झारखंड ने कहा कि भर्ती की जाय तथा सदस्य संख्या कम हो रही हैं।

श्री हरिशंकर सिन्हा, सर्कल सेक्रेटरी, बिहार ने **COD तथा FNPO** संलग्नता के बारे में कहा।

श्री लंबोदर राउत, सर्कल सेक्रेटरी, ओडिसा ने पोस्टमैन यानि डाक विभाग तथा डाक विभाग माने पोस्टमैन, कहा। सदन भोजनावकाश के लिए **14.30 बजे** स्थगित हुआ।

भोजनोपरांत सदन की कार्रवाई 16.00 शुरू हुई।

सेक्रेटरी जनरल का विस्तृत भाषण के बाद सदन दिन के लिए स्थगित हुआ।

दिनांक 18-7-2017 को 10.00 बजे सदन की कार्रवाई शुरू हुई।

श्री ए.के. सोलंकी, कार्यकारी अध्यक्ष और सर्कल सेक्रेटरी, गुजरात ने अपने भाषण में पोस्टमैन, MTS भर्ती, पर बात की। उन्होंने कहा कि आजकल **उच्च शिक्षित समूह पोस्टमैन क्लर्क** के लिए भर्ती होते हैं और 5-6 महीने काम करने के बाद **दूसरी नौकरियों के लिए डाक विभाग छोड़ जाते हैं**। इसलिए नई पोस्टिंग के पहले **उनसे 5 लाख रुपये अपने डिपोजिट में 5-10 साल के लिए रखने का नियम बनाया जाये** क्योंकि हमारे विभाग के लिए यह अब आवश्यक हो गया है। बाद में उन्होंने **MACP त्रुटियां**, परीक्षा में धांधली एवं भ्रष्टाचार, हड़ताल, व्यक्तिगत तौर पर हुई चार्जशीट आदि पर अपने विचार रखे। अंत में कर्नाटक सर्कल को CWC के लिए बधाई दी।

श्री वी.के. माथुर, Dy. General Secretary, CHQ ने सदन को संबोधित किया।

श्री एन.एन. मुजावर, AGS CHQ and ASG FNPO ने अपने भाषण में बैंगकाक में डाक प्रणाली, भविष्य में डाक वितरण, ई-कॉमर्स, भर्ती के नये नियम, 100% GDS से भर्ती की मांग, Casual Labour डाक विभाग द्वारा परीक्षा, PLI पर GST लागू करना, 7th CPC में कर्मचारियों का नुकसान, **BDKS को दी गयी ट्रेड यूनियन सहूलियतें** आदि विषयों पर बात की।

श्री के.सी. गंगाय्या, AGS, CHQ और प्रेसीडेंट कर्नाटक सर्कल द्वारा सर्कल समस्याओं की बात की।

श्री जगदीश शर्मा, **खजांजी**, CHQ ने अपने भाषण में कोटा पोजीशन का विवरण दिया तथा **महाराष्ट्र सर्कल रु. 1,81,000/- कोटा देकर नंबर एक पर होने की बात की**।

श्री गुलाम रब्बानी, अध्यक्ष, CHQ ने **श्री डी. त्यागराजन**, सेक्रेटरी जनरल, FNPO द्वारा दिये गये सहयोग के लिए **उनके प्रति आभार व्यक्त किया** तथा अन्य विषयों पर बात की, जैसे - स्पीड पोस्ट लिस्टिंग, CSI Scheme, Regd. Newspaper पर हो रहा नुकसान, CSI को सर्वप्रथम दिल्ली सर्कल में लागू करना, आदि।

श्री बी.एम. घोष, वरिष्ठ नेता ने कहा कि पिछले पे कमीशन के बनिस्बत 7th CPC बहुत ही घटिया है। सेक्रेटरी जनरल को इन सब विषयों पर आवाज उठाना चाहिए, तद्उपरांत उन्होंने सारे प्रस्ताव जो AIC में पारित हुए थे उनको पढ़कर सुनाया।

श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO ने 7th CPC, Three Minister Committee, CGE, NC JCA, **22 days Strike 1998 तथा 2000** आदि पर बात की। लोकसभा में भूतपूर्व प्रधानमंत्री श्री बाजपेयी द्वारा हड़ताल अवधि छुट्टी में परिवर्तित करने का आश्वासन दिया था पर वे पूरा नहीं कर सके यह सविस्तार से बताया, **FNPO Quota** पर बात की।

श्री गाडगील गुरुजी द्वारा सदन को अभिवादन एवं आशीर्वाद वचन दिये।

श्री रहाटे द्वारा अगली AIC के लिए पूछे जाने पर श्री सुगुमारन, सर्कल सेक्रेटरी, तमिलनाडु सर्कल ने अगली AIC तमिलनाडु के लिए सहमति दी। श्री रहाटे ने कहा कि इस होनेवाली AIC के लिए हर सदस्य रु. 100/- डोनेशन दे, CHQ कूपन बुक हर सर्कल को भेजेगा।

श्री बी.एम. घोष, वरिष्ठ नेता ने कहा कि FNPO स्थापना दिवस और 50 साल पूरे होने पर सिल्वर जुबली उत्सव की शुरुवात ता. 10 अक्टूबर, 2017 को वेस्ट बंगाल सर्कल से होगी और समापन ता. 10 अक्टूबर, 2018 को तमिलनाडु में होगा। श्री रहाटे ने कहा कि FNPO की स्थापना नागपूर शहर, महाराष्ट्र सर्कल में हुई थी लिहाजा सिल्वर जुबली समारोह महाराष्ट्र सर्कल, नागपूर में होना चाहिए। तत्पश्चात् उन्होंने कहा कि महाराष्ट्र सर्कल में हर 6 महीने बाद एक सर्कल CWC होती है और उस CWC में सर्कल, CHQ और FNPO का कोटा वसूल किया जाता है। सभी सर्कल में इस तरह का CWC का आयोजन होना आवश्यक है जिस कारण हमारे कोटा समस्या का थोड़ा बहुत समाधान हो सकता है।

उन्होंने आगे कहा कि वे और श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO दोनों पूरी इमानदारी और निष्ठा से यूनियन कार्य करते हैं। ईश्वर की कृपा तथा आप सभी के हमारे प्रति सदिच्छा से ही यह हो सकता है।

उन्होंने सभी से अनुरोध किया कि वे सब निष्ठापूर्वक कार्य करें तथा नई टेक्नॉलोजी को आत्मसात करें। इसी उद्देश्य से उन्होंने श्री एन.एन. मुजावर, AGS CHQ को UNI के माध्यम से बैंकांक भेजा था।

उन्होंने सर्कल से CHQ की उनकी समस्याएं भेजने को कहा क्योंकि सिवाय वेस्ट बंगाल और महाराष्ट्र सर्कल ही प्रश्न भेजते हैं। उन्होंने कहा कि हर एक कर्मचारी पोस्टमैन हो या MTS 7½ घंटे ड्यूटी करना ही चाहिए, बोगस झूठे रिमार्क ना लिखे, हर एक को ध्यान में रखना चाहिए कि हम जनता के नौकर हैं और उनसे द्वारा चुनी गई सरकार हमसे ड्यूटी लेती है। हमें अधिकारियों से अच्छे संबंध रखने चाहिए। आगे उन्होंने कहा कि स्व. जी.के.पी. उनके पिता समान थे और श्री डी. त्यागराजन उनके बड़े भाई हैं।

श्री गुलाम रब्बानी द्वारा अध्यक्षीय समापन भाषण के उपरांत राष्ट्रगीत होकर CWC स्थगित की गयी।

Glimpses of 1st CWC Mysuru

Seated on dias is SSPO, Mysuru Division alongwith Shri D. Theagarajan, Secretary General, FNPO, Shri T.N. Rahate, General Secretary, NUPE, Shri S. Rajendra Kumar, PMG, S.K. Region, Karnataka Circle, Shri Gulam Rabbani, President of CHQ, Shri K. Shivdasan, General Secretary, Civil Wing,



Shri D. Theagarajan, SG, FNPO addressing the house and present on the dias is SSPO, Mysuru Division, Shri T.N. Rahate, GS, NUPE, Shri S. Rajendra Kumar, PMG, S.K. Region, Karnataka Circle Shri Gulam Rabbani, President of CHQ, Shri K. Shivdasan, General Secretary, Civil Wing

Shri K. Shivdasan, General Secretary, Civil Wing addressing the house and present on the dias is Shri D. Theagarajan, Secretary General, FNPO, Shri T.N. Rahate, General Secretary, NUPE and other officials



Glimpses of 1st CWC Mysuru



Shri S. Rajendra Kumar, PMG, S.K. Region, Karnataka Circle addressing the house and present on the dias is Shri D. Theagarajan, Secretary General, FNPO, Shri T.N. Rahate, General Secretary, NUPE and other officials



Shri T.N. Rahate, General Secretary, NUPE addressing the house and present on the dias is Shri D. Theagarajan, Secretary General, FNPO and other officials



Shri S. Rajshekar, Deputy Director, PTC Mysuru addressing the house and present on the dias is Shri S. Rajendra Kumar, PMG, S.K. Region, Karnataka Circle Shri D. Theagarajan, SG, FNPO, Shri T.N. Rahate, GS, NUPE, Shri K. Shivdasan, GS, Civil Wing, Shri Gulam Rabbani, President of CHQ and other officials

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/21st AIC/02/2018**Date : 04-08-2018****NOTICE**

It is hereby notified that the 21st **All India Conference of National Union of Postal Employees, Postmen and MTS Group 'C'** will be held at **Vaniyar Mahal (A/C) No. 62, Thirudal Street, Thiruvanamalai-606601 on 7th October, 2018 to 9th October, 2018 at 10.00 am.**

The following shall be the Agenda :

Agenda

1. Homage to the Departed Souls.
2. Adoption of the Report on Activities for the period from 1-8-2016 to 31-8-2018.
3. Adoption of the Audited Report for the period from **1-4-2016 to 31-3-2017 and 1-4-2017 to 31-3-2018.**
4. Organisation Review
5. Financial Review
6. Journal (Postal Prakash)
7. Strike and Agitations
 - (i) Shortage of Postman and MTS Group 'C' and non-filling of MTS and Postman Post;
 - (ii) Harassment of Postman and MTS Group 'C' in 100% delivery and separate Parcel (Nodal) Delivery, IPPB;
 - (iii) Postmen & MTS Norms;
8. 7th CPC and MACP Anamolies
9. Negotiating Machineries
10. Relationship
11. Recognition Rules Union and Federation
12. New Schemes and Policy of the Department and IT Modernisation & IPPB;
13. Cases Filed in Court

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/21st AIC/02/2018

Date : 04-08-2018

14. Problem of the Employees
 - (a) Common Problems (General)
 - (b) Common Postal problems
 - (c) (i) Problems of Postmen, Sorting Postmen and allied cadres
 - (ii) Problems of MTS Group 'C' and allied cadres.
15. Resolutions
16. Policy and Programme
17. Amendments to the Constitution
18. **Elections of the New Office Bearers**
19. Venue of the next AIC
20. Vote of Thanks

Yours Sincerely



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

Ref. No.: NU/P-IV/21st AIC/02/2018

Date : 04-08-2018

Copy to :

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

()
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/21st AIC/03/2018

Date : 04-08-2018

To,

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

Sir/Madam,

Subject : 21st AIC & CWC of NUPE Postmen and MTS Group 'C'
in Thiruvanamalai (Tamil Nadu Circle)
at Vaniyar Mahal (A/C) No. 62, Thirudal Street, Thiruvanamalai-606601

The 21st All India Conference of National Union of Postal Employees, Postmen and MTS Group 'C' will be held at Vaniyar Mahal (A/C) No. 62, Thirudal Street, Thiruvanamalai-606601 on 7th October, 2018 to 9th October, 2018. (Copies of the notice is enclosed).

The **Central Working Committee** will also meet on **06-10-2018** at the same venue. (Copy enclosed).

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

Thanking you,

Yours Sincerely



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

U.N.I.

F.N.P.O.

I.N.T.U.C

National Union of Postal Employees Postmen, 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/21st AIC/04/2018

Date : 04-08-2018

To,

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

Subject : 21st AIC & CWC of NUPE Postmen and MTS Group 'C'
in Thiruvanamalai (Tamil Nadu Circle)
at Vaniyar Mahal (A/C) No. 62, Thirudal Street, Thiruvanamalai-606601

Respected Sir,

The 21st All India Conference of National Union of Postal Employees, Postmen and MTS Group 'C' will be held at Vaniyar Mahal (A/C) No. 62, Thirudal Street, Thiruvanamalai-606601 on 7th October, 2018 to 9th October, 2018. (Copies of the notice is enclosed).

The Central Working Committee will also meet on 06-10-2018 at the same venue. (Copy enclosed).

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

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary
New Delhi-110 054

**Letter from the Directorate for
Grant of Special CL to all Delegates**

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

Dak Bhawan, Sansad Marg,
New Delhi - 110001
Dated the 14.9.2018

To,

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

Subject : 21st All India Conference and Central Working Committee of National Union of Postal Employees Postmen & Multi Tasking Staff Group 'C' to be held from 7th October, 2018 to 9th October, 2018 and from 6th October, 2018 to 9th October, 2018 respectively at Vaniyar, Thiruvanamalai.

Sir,

I am directed to refer to your letter No. NU/P-IV/21st AIC/04/2018, dated 04-08-2018 on the subject cited above and to say that vide this Directorates' 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 in the matter.

Encl.: As Above

Yours faithfully,



(R.S. Mawar)

Assistant Director General (SR & Legal)

**Letter from the Directorate for
Deputed Official Observer**

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

Dak Bhawan, Sansad Marg,
New Delhi - 110001
Dated the 14.9.2018

To,

The Chief Postmaster General,
Tamil Nadu Circle,
Chennai.

Subject : Depute an official election observer to the 21st All India Conference of National Union of Postal Employees Postmen & Multi Tasking Staff Group 'C' to be held from 7th October, 2018 to 9th October, 2018 at Thiruvanamalai.

Sir,

I am directed to enclose a copy of letter No. NU/P-IV/21st AIC/21/2018, dated 10-08-2018 received from General Secretary, National Union of Postal Employees Postmen & Multi Tasking Staff Group 'C' on the subject cited above and to request to depute an official observer in accordance with the existing instructions on the subject issued vide letter No. 17-8/74-SR dated 8-7-75 (Copy enclosed).

Encl.: As Above

Yours faithfully,



(R.S. Mawar)

Assistant Director General (SR & Legal)

Copy 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.



(R.S. Mawar)

Assistant Director General (SR & Legal)

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



सत्यमेव जयते

डाक विभाग
संचार मन्त्रालय
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

14th September, 2018



MESSAGE

I am pleased to learn that National Union of Postal Employees Postmen & Multi Tasking Staff Group 'C' is going to hold its 21st All India Conference from 7th October, 2018 to 9th October, 2018 at Vaniyar Mahal, Thiruvanamalai, Tamil Nadu and on this occasion, "Annual Report" is also being published.

2. As the proportion of parcels in mail volumes has been steadily increasing in recent years, the Department has conceptualized the Parcel Network Optimization Project (PNOP) to provide a reliable distribution channel for e-commerce shipments and other parcels. Automated Mail Processing Centres (AMPCs) in Delhi and Kolkata have been set up. Recently, 204 vehicles were purchased for all Postal Circles under Quality of Service Fund (QSF) project for expediting international Mail Delivery in major cities.

3. Department of Posts is privileged to deliver mail parcel, money transfer, banking, insurance and retail services with speed and reliability to its customers on value-for-money basis. It also provides social security services. Department of Posts is going through a phase of positive transformation and several new projects like DARPAN are underway. We have brought Aadhar Enrollment and updation centres and Passport Seva Kendra to our post offices to offer citizen-centric services nearest to the common citizens. Recently, India Post Payments Bank (IPPB) has been launched by the Hon'ble Prime Minister on 1st September, 2018 and it will bring banking to the doorstep of every India.

4. I am confident that National Union of Postal Employees Postmen & Multi Tasking Staff Group 'C' will keep on contributing more effectively in order to sustain Department's position as the largest Postal Network in the world touching the life of every citizen in the Country.

5. I wish all the success to National Union of Postal Employees Postmen & Multi Tasking Staff Group 'C' and the organizers of the Conference.


(A.N. Nanda)

सलीम हक़
सदस्य (प्रौद्योगिकी)
डाक सेवा बोर्ड
Salim Haque

Member (Technology)
Postal Services Board
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डाक विभाग
संचार मंत्रालय
भारत सरकार
डाक भवन, नई दिल्ली-110001
Department of Posts
Ministry of Communications
Government of India
Dak Bhawan, Sansad Marg,
New Delhi-110001

Member(Tech)/Misc/2018

Dated : 16th August, 2018



MESSAGE

I am glad to note that the National Union of Postal Employees Postmen & MTS, Group 'C' is holding its 21st All India Conference at Vaniyar Mahal, Thiruvanamalai from 7th to 9th October, 2018.

I am sure that fruitful deliberations will take place during the Open Session and the delegates would be updated through exchange of ideas about the technological changes that have taken place in the recent past in the Department of Posts. The occasion, I am sure, will be used by all to exchange ideas as to how we can take our Department to new heights.

I congratulate all the delegates and members of the Union on the occasion and wish the Conference all success.

[Salim Haque]

उषा चंद्रशेखर

सदस्य (प्रचालन)

डाक सेवा बोर्ड

Usha Chandrasekhar

Member (Operations)
Postal Services Board



डाक विभाग
संचार मंत्रालय
डाक भवन, संसद मार्ग,
नई दिल्ली-110001

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



Dated : 12th September,
2018

MESSAGE

Thank you for the invitation for the 21st All India Conference of the National Union of Postal Employees Postmen and MTS, Group 'C' i.e. being held at Vaniyar Mahal (A/C) No. 62, Thirudal Street, Thiruvanamalai-606601 (Tamil Nadu Circle) from **7th to 9th October, 2018**.

The Post Office and the Postman are the most prominent institutions/ persons that are recognised in society and the postman ensures the last mile connectivity through the delivery of all types of communications to the customers.

We have come a long way in the delivery of the services but I am sure that we have to now change from delivery of letters to the delivery of parcels small and big in today's E-commerce & online shopping, all of us will need to rise to the occasion.

I wish the Conference all the best and hope that there would be deliberations on how to keep pace with the technology changes and meet the expectations of the customers to make the Post Offices relevance in the changed time. Wishing the Conference all success.

(Usha Chandrasekhar)

अचला भटनागर
Achla Bhatnagar

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



August 6, 2018

MESSAGE

I am glad to note that the **National Union of Postal Employees (Postmen / Multi Tasking Staff, Group 'C')** is holding its 21st All India Conference at Vaniyar Mahal (A/C) No. 62, Thirudal Street, Thiruvanamalai-606601, (Tamil Nadu Circle), from **7th-9th October 2018**.

2. The Postmen and MTS Group 'C' employees together constitute the backbone of this great Department and they are the rightful owners of the glory & honour this Department has earned over the years due to their willing cooperation and selfless service rendered in implementing various customer-friendly initiatives of the Department. It is, therefore, essential that they have time and opportunity to periodically reflect on their roles & responsibilities vis-a-vis the changing market conditions, technology initiatives of the Department, among others. I am sure the **21st All India Conference** will give them an ideal platform to constructively deliberate and come out with plausible suggestions **on key issues facing this Department**.

3. I wish the Conference all success.

Achla Bhatnagar
(Achla Bhatnagar)

डॉ. वाई. पी. राय

Dr. Y.P. Rai

Member (PLI)

Postal Services Board &
Chairman Investment Board

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संचार मंत्रालय
डाक विभाग
डाक भवन, संसद मार्ग
नई दिल्ली-110001

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

Dated 13th September, 2018



MESSAGE

I am happy to know that the National Union of Postal Employees Postmen & Multi Tasking Staff, Group 'C') is organizing 21st All India Conference from 7th to 9th October 2018 at Thiruvanamalai (Tamil Nadu Circle),

I hope this Conference will provide a good platform to discuss various issues related to Union and for exchange of ideas of members participating in the said Conference.

I wish the National Union of Postal Employees (Postmen & Multi Tasking staff Group 'C') all success in its endeavours.

(Dr. Yogendra Prasad Rai)

Shri T.N. Rahate
General Secretary,
National Union of Postmen and MTS, Group C,
P&T Colony, Civil Line,
Delhi-110054
Camp : Tank Road PO, Mumbai-400033

तनवीर क्रमर मोहम्मद
उप महानिदेशक
Tanweer Qamar Mohammad
Deputy Director General
Tele-Fax : 011-23096089



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

Dated : 07.09.2018

Dear Shri Rahate,



Please refer to your letter dated 10th August, 2018 inviting the undersigned to the 21st All India Conference of NUPE Postmen & MTS Gr-C. Please find enclosed the message alongwith my photograph for printing in the Annual Report.

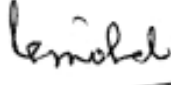
With Best Wishes.

Shri Tanweer Qamar Mohammad
DDG (PBI) & Secretary (PSB)
Department of Posts, Dak Bhawan, New Delhi-110001

It gives me immense pleasure to know that the 21st All India Conference of the National Union of Postal Employees Postmen and MTS, Group C has been organized from 07th - 09th October, 2018 at Vaniyar Mahal (A/C) No 62, Thirudal Street, Thiruvanamalai.

2. The vision of the newly launched India Post Payments Bank (IPPB) is to build the most accessible, affordable and trusted bank for the common man and to spearhead the financial inclusion agenda by removing the barriers for the unbanked and underbanked population.

-
3. The USP of IPPB is to enable last mile financial empowerment through the postmen and Gramin Dak Sewaks. Hence the motto “**Aapka Bank Aapke Dwar**”. With a network of 1,55,000 post offices countrywide, and 3,00,000+ Postmen and GDs servicing the last mile, IPPB will be India’s Most Accessible Bank.
4. With IPPB’s Doorstep Banking Services, customers don’t even need to leave their homes. All this is possible through the last mile delivery agent (Postman, GDS) who is armed with financial knowledge, and equipped with a smartphone and biometric device, enabling him/her to offer financial services and guidance with relative ease.
5. To this end, the Conference will have to stress upon the need for empowerment of the postmen in all the areas especially in the field of technology. The delivery mechanism of the post offices will also have to be spruced up in consonance with the targets.
6. I wish the Conference success and for fruitful deliberations in the path to success.


04.09.2018
(Tanweer Qamar Mohammad)

Shri T.N. Rahate
General Secretary,
National Union of Postmen and MTS, Group C,
T-24, Atul Grove Road,
New Delhi-110001.

India Post Payments Bank (IPPB)

Vision and Mission

- To build the most accessible, affordable and trusted bank for the common man.
- To spearhead the financial inclusion agenda by removing the barriers for the unbanked and underbanked population

Role of Government in IPPB

- IPPB has been set up under the Department of Posts, Ministry of Communications, with 100% equity owned by Government of India.

Products and Services

- IPPB will offer a range of products such as savings and current accounts, remittances and money transfer, direct benefit transfers, bill and utility payments, and enterprise and merchant payments.
- These products and related services, will be offered across multiple channels (Counter Services, Micro-ATM, Mobile Banking App, SMS and IVR), using a bank grade, cutting edge technology platform.

Third Party Products

- As per payments bank guidelines, IPPB will partner with financial organizations to provide loans, investment and insurance products. IPPB has finalized the following partnerships.
 - Bajaj Allianz Life Insurance for the distribution of Life Insurance Products. These will be made available shortly. These products will be complimentary to Postal Life Insurance Products.
 - PNB Metlife Insurance for the distribution of PMJJBY, the Government's flagship insurance program.

The IPPB Advantage

- Vast network and reach of India Post with a rural India penetration of 1,30,000 access points (Post Offices), which is nearly 2.5 times the number of bank branches in rural India today.
- A large work force of 3,00,000+Postmen and Gramin Dak Sevaks (GDS) offering Assisted Doorstep Banking in rural, urban and remote areas.
- IPPB will make banking and payments simple. Using Aadhaar, it will open paperless accounts in minutes and allow customers to make digital transactions with the help of QR Cards and biometric authentication.
- For IPPB, the last mile service partner is the Postman. The Department of Posts (DoP) represents sovereign trust, and partnering with such an institution will set IPPB apart.

IPPB - Customers/Beneficiaries

- Include Senior Citizens, Students, Homemakers, Urban Migrants, Farmers, DBT Beneficiaries, Rural Influencers, Kirana Stores and Small Businesses.

IPPB - Core Values

Accessibility

- With a network of 1,55,000 post offices countrywide and 3,00,000+Postmen and GDS servicing the last mile, IPPB will be India's Most Accessible Bank.
- With IPPB's Doorstep Banking Services, customers don't even need to leave their homes.

Approachability

- Last mile service delivery through the Postman - a friend, philosopher and financial guide.

Affordability

- IPPB will leverage public infrastructure (Reserve Bank of India (RBI)/National Payments Corporation of India (NPCI), Payments Settlement Systems) to offer last mile affordable banking.
- Aadhaar-based customer onboarding will reduce the cost of customer acquisition - a benefit that will be transferred to the end customer.

Ease of Banking

- The last mile delivery agent (Postman, GDS) is armed with financial knowledge, and equipped with a smartphone and biometric device, enabling him/her to offer financial services and guidance with relative ease.
- IPPB's QR card eliminates the need for customers to remember their account number and PIN.

Digital Ecosystem

At Macro Level

- IPPB's 360 degrees payments suite creates transparency, removes corruption and leakages by removing cash from the system, enabling a less cash economy - and thus contributions to India's GDP.

Individual Level

- Customers can transact without cash through digital channels (IPPB mobile app, QR Card). The bank will equip and enable small merchants and vendors to accept cashless payments (QR-code enabled payments).

Financial Inclusion and IPPB

- Customer literacy is IPPB's biggest mission
 - IPPB will promote Financial Inclusion through Financial Literacy - educating customers on how insurance secures the unsecured, how wealth grows from wealth and how even a small saving can go a long way towards building a better future.
 - IPPB will train 3,00,000 Postmen and GDS to provide financial guidance to our customers.

Digital India and IPPB

- India has traditionally been a cash dominated economy. In order to evolve as a digital economy, it is critical to have points of presence where cash can be converted to digital money.
- Department of Posts, with its huge network consisting of 1,55,000 post offices with 80% rural penetration, is critical in enabling a digital economy.

-
-
- IPPB is structured as a digital bank and will leverage DoP's physical infrastructure to provide last mile banking services.
 - IPPB will also focus on creating a digital acceptance ecosystem to further promote a less cash economy.

Link between IPPB and Departments of Posts

- DoP has been a pioneer of Financial Inclusion in the Country. It services **over 40 crore customers** in India with **over 17 crore Post Office Savings Bank Accounts**, making it the largest Financial Inclusion enabler.
- IPPB has built a strongly integrated model with DoP under which any Post Office Savings Bank Account holder will be able to avail additional services provided by IPPB by linking accounts.
- This is a win-win proposition - IPPB will provide DoP customers with a complete bouquet of banking services. In turn, POSB accounts will become sweep out accounts for customers when the balance exceeds Rs. One Lakh.
- IPPB will enable the Post Office to accept digital payments at counters, offer small savings schemes online (NSC/KVP/PPF) and increase its footprint in the e-commerce world by providing electronic cash on delivery options to its customers at their doorstep.

IPPB Rollout Plan

- Nationwide launch by the Hon'ble Prime Minister, with 650 Branches and 3250 Access Points, on 1st September, 2018.
- Will be extended to cover all 1.55 lakh Access Points in the Country by 31st December, 2018.

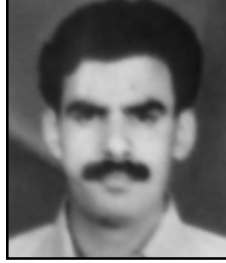
FNPO

National Union of Gramin Dak Sevaks

Central Head Quarters

T-24, Atul Grove Road, New Delhi - 110 001

Cell : 09446436592, e-mail : muralipost@hotmail.com, muralipost_mpm@yahoo.com



10-09-2018

Message

Dear Rahateji,

I am immensely happy to know that the 21st All India Conference of NUPE Postman & MTS, Group 'C' is going to be held at Thiruvanamalai, Tamil Nadu Circle from 2018 October 7th to 9th.

Enormous changes are taking place in the world of communication. The largest Postal system of India is also in the way of great change. We are moving ahead duly understanding that such a change is unavoidable to cater the modern needs of public. It is at this juncture, that the role of the Postman become vital important on the opening of India Post Payment Bank. Hope the 21st All India Conference will deeply discuss the issues connected with the Postman's service.

I wish my heartfelt congratulations for the Conference being conducted on your auspice.

Yours Fraternally

To,

Sri T.N. Rahate,
General Secretary
NUPE Postman & MTS
New Delhi


P.U. MURALEEDHARAN
General Secretary



FNPO NATIONAL UNION OF POSTAL CIVIL WING NON GAZETTED EMPLOYEES

Manacaud P.O., Trivandrum, Kerala-695009.

Website : fnpocivilwing.blogspot.in

Email : fnpodelhi@gmail.com

No. NUPCWE/GS/2018

Date : 06.09.2018

President

Partha Pratim Ghorai

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General Secretary

K. Sivadasan

T-24, Atul Grove Road
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koranathsivadas@gmail.com



We, the National Union of Postal Civil Wing Non-Gazetted Employees are very happy to know that the All India Conference of National Union of Postal Employees Postmen and MTS (Group-C) is conducting at Thiruvananthapuram, Tamil Nadu from 07.10.2018 to 09.10.2018. We sincerely hope that the issues and pending demands of NUPE Postmen & MTS Group-C will be deliberated in the Conference in a healthy atmosphere and since Shri T.N. Rahate, General Secretary is Secretary General of FNPO every issue raised in the Conference will reach the authorities most effectively than earlier.

We wish all success of the Conference and extend our regards to each and every member of National Union of Postmen & MTS Group-C in the capacity of General Secretary and individual as well.

(K. SIVADASAN)
GENERAL SECRETARY
Camp @ Qr. No. T/1, P&T Quarters
Dr. Subbarayan Nagar, Teynampet
Chennai-600018

Shri T.N. Rahate
General Secretary
NUPE Postmen & MTS Group-C
Dalvi Sadan, Khurshid Square
Civil Lines P&T Colony
DELHI-110054

With Best Wishes From



P.D. Bavikar

General Secretary,
NU R-IV UNION CHQ NEW DELHI



Dear Honourable

Shri T.N. Rahate

General Secretary and Secretary-General

Best Wishes for 21st AIC 2018

From

B.M. Ghosh
Chief Adviser
NUPE, Postmen & MTS, Group 'C',



MESSAGE

To

Mr. T.N. RAHATE,
General Secretary
NUPE Postmen & MTS, Group 'C'

Dear Friend,

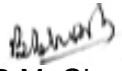
Thanks for your letter and invitation to attend in the 21st All India Conference of National Union of Postal Employees' Postmen & MTS, Group 'C' which is scheduled to be held between 7, 8 and 9-10-2018 at Vaniyar Mahal No. 62, Thirudal Street, Thiruvanamalai-606601.

I have attended the Conference of NUPE Postmen & MTS Group 'C' in previous too. Same were fruitful and with the purpose of serving the working class. I appreciate the approach functioning and activities of the Union. As a General Secretary, you deserve the compliments in this regard.

I shall make myself present in the celebration and I wish grand success of the Conference. Its meaningful objectives and noble causes.

Thanking you,

Yours fraternally,


(B.M. Ghosh)
Chief Adviser
NUPE, Postmen & MTS Group 'C'

Cell : 094439 39676

094898 74676

Resi.: 0427-2219916

Email : vanislm2013@gmail.com

From

P.V. SUBRAMANIAN,

Ex-General Secretary and

All India Advisory Committee Members,

FNPO NUPE / PM / Group 'C' (C.H.Q.) (MTS),

68/31-A, Panduranga Vittal Street,

Salem South PO., Salem-636 006.

Tamilnadu Circle



To

SHRI T.N. RAHATE,

General Secretary

NUPE / PM / Group 'C' (C.H.Q.) (MTS),

Dalvi Sadan,

P&T Colony Civil Lines, Delhi-110 054.

Camp : Tank Road PO.,

Mumbai-400 033.

MESSAGE

I am happy to learn that the 21st All India Conference of NUPE / PM / Group "C" (MTS), is being held at Vaniyar Mahal (A/C) No. 62, Thirudal Street, Thiruvanamalai-606601, during 7th October 2018 to 9th October 2018. Postmen and Group "C" MTS play a very crucial note in provisions of Postal services. Further the subject of "**EFFICIENCY IN POSTAL SERVICES with Special Emphasis on Delivery**" chosen for the Conference is of very importance to the Department.

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

On the occasion I send my best wishes for the success of the Conference to all the Delegates and Organisers. Casual Labourers with Temporary Status - Clarification regarding contributions to GPF and Pension under the Old Pension Scheme.

Salem-636 006

16-08-2018

(P.V. SUBRAMANIAN)

Minutes of 20th AIC held at Kolkata during 10th to 12th August 2016

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

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

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

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

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

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

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

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

Firstly Shri Kapil, Darjiling spoke on various issues.

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

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

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

Shri Ashwini Kumar, V/P, Punjab Circle spoke in favour of Independent Strike from Postal only.

He particularly spoke about increase of membership from 17 to 117. He has given so many cases of his Division and particularly detailed the incident of CRC wherein Shri K.L. Moza, the then Secretary General, NFPE helped him to get the appointment.

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

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

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

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

At 15.20 on 11-8-2016

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Session adjourned at 19.00 hours.

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

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

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

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

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

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

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

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

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

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

The AIC concluded.

20वीं अखिल भारतीय अधिवेशन, कोलकाता की मिनिट्स दिनांक 10 से 12 अगस्त, 2016

ता. 10 अगस्त, 2016

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

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

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

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

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

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

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

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

श्री रब्बानी, अध्यक्ष द्वारा इस विषय पर सहमति जताई।

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

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

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

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

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

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

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

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

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

जनरल सेक्रेटरी ने इन विषयों पर विस्तृत जानकारी दी।

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

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

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

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

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

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

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

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

इसके उपरांत CWC स्थगित की गयी।

मिनिट्स ऑफ अखिल भारतीय अधिवेशन, पोस्टमैन एम.टी.एस. ग्रुप C, नैशनल यूनियन, कोलकता, पश्चिम बंगाल 10 अगस्त से 13 अगस्त, 2016

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

डेलीगेट सेशन

11 अगस्त, 2016

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

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

श्री रहाटे, जनरल सेक्रेटरी, इन्होंने रिपोर्ट के पृष्ठ क्रं. 54 और 55 संगठन की आर्थिक समिति तथा भारतीय डाक का भविष्य को पढ़ा और सदन को जानकारी दी कि डाक विभाग ने संगठन को आश्वस्त किया है कि केवल पोस्ट बैंक विभाग को ही डाक विभाग से अलग किया जायेगा तथा डाक विभाग का अन्य कोई भी विभाग को कार्पोराईज नहीं किया जायेगा। इसके बाद जनरल सेक्रेटरी ने रिपोर्ट के पेज 57 के विषय पर जानकारी दी और पूर्ण रिपोर्ट पेज 303 आभार व्यक्त किया। सदन ने पूर्ण

द्वैवार्षिकी रिपोर्ट पेज 303 तक जिसमें वर्ष 2014-2015 तथा 2015-2016 का आय और खर्च का विवरण सम्मिलित है, को एकमत से पारित किया।

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

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

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

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

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

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

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

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

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

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

13.30 बजे भोजन अवकाश के लिए सदन स्थगित किया गया।

11 अगस्त, 2016, समय 15.30

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

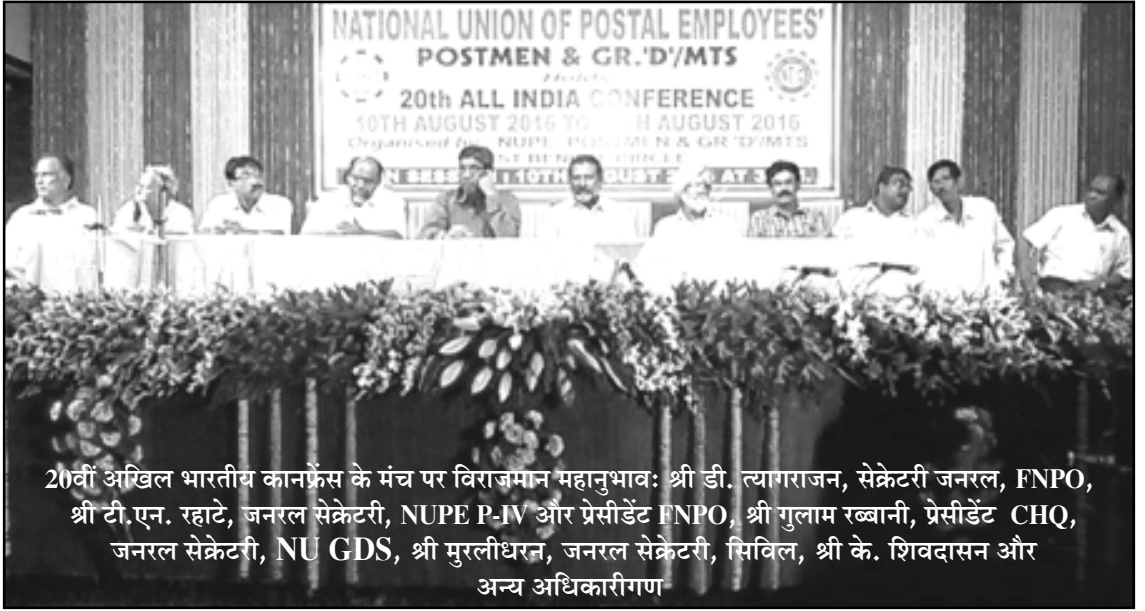
श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO द्वारा वर्ष 2016-2018 के लिए नई बॉडी का गठन करने हेतु सर्व सम्मती से प्रस्तुत लिस्ट पढ़कर सुनाई जिसे सदन ने एकमत से करतल ध्वनि मत से पारित कर दिया। वह निम्न प्रकार है -

List of Office Bearers for year 2016-2018

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

13. Organising Secretary	-	Shri Surendradas	Head Postman	Perintalmanna HO, Mallapuram-679322 (Kerala)
14. Organising Secretary	-	Shri H.U. Makwana	Postman	Naranpura, Vistar PO, Ahmedabad-380013 (Gujarat)
15. Treasurer	-	Shri Jagdish Ku. Sharma	MTS	IPHO, New Delhi-110002 (Delhi)
16. Auditor	(i)	Shri S.B. More	Cheque Overseer	Maharashtra
	(ii)	Shri Shrinivas Acharya		Karnataka
	(iii)	Shri Nawal Kishore Mandal		Jharkhand
	(iv)	Shri Ashvin Kumar		Punjab
	(v)	Shri Jogindar Kumar		Jammu & Kashmir
	(vi)	Shi Tarachand		Delhi North
17. Advisory Committee	(i)	Shri B.M. Ghosh		West Bengal
	(ii)	Shri R.N. Gadgil		Maharashtra
	(iii)	Shri C.P. Nayee		Gujarat
	(iv)	Shri Ajmer Singh		Punjab
	(v)	Shri P.V. Subramaniam		Tamil Nadu
	(vi)	Shri Moideen Kutty		Kerala
	(vii)	Shri Shekhar Mukharjee		West Bengal
	(viii)	Shri Lakhan Mujumdar		West Bengal
18. Postal Prakash Committee	(i)	Shri Babagrahi Behara		Orissa
	(ii)	Shri R.L. Bhandari		Gujarat
	(iii)	Shri R.K. Mishra		Madhya Pradesh
	(iv)	Shri Jwala Singh		Rajasthan
	(v)	Shri Harishankar Prasad Sinha		Bihar
19. P.A. To General Secretary Mumbai Office	(i)	Shri R.N. Awate		Maharashtra
	(ii)	Shri B.V. Kor		Maharashtra
	(iii)	Shri Sudhir Garibe		Maharashtra
19. Office Secretary - CHQ Delhi Office	(ii)	Shri Satish Kumar		Karolbagh, Delhi
List Proposed by		Shri R.N. Awate		Maharashtra
Seconded by		Smt. Soma Ghosh		West Bengal

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



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

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



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

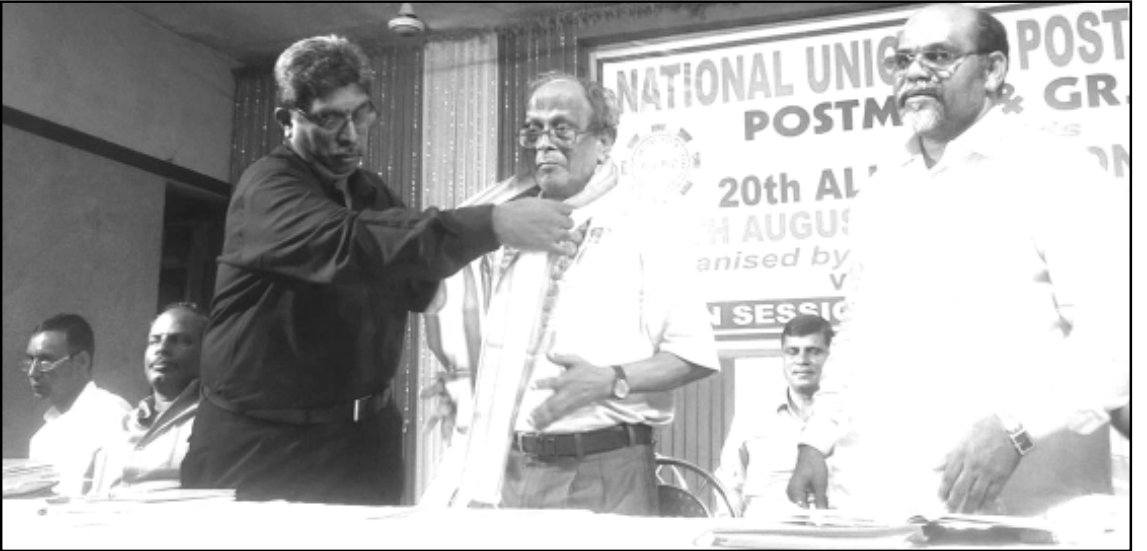
**Shri D. Theagarajan, Secretary General, FNPO
addressing delegates and visitors
at 20th AIC at Kolkata**

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



अधिवेशन को संबोधित करते हुए श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO, जबकि उनके भाषण का हिन्दी अनुवाद प्रस्तुत करते हुए श्री टी.एन. रहाटे, जनरल सेक्रेटरी, NUPE P-IV और प्रेसीडेंट FNPO

Shri D. Theagarajan, Secretary General, FNPO addressing the House and
Shri T.N. Rahate General Secretary and President FNPO is interpreting his speech in Hindi



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

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



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

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

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

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



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

Shri T.N. Rahate, General Secretary expressing his gratitude to delegates with folded hands. Senior Leader Shri B.M. Ghosh is also seen in the photo.

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

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

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



श्री टी.एन. रहाटे, जनरल सेक्रेटरी मंच
से अधिवेशन को संबोधित करते हुए।
उनके साथ मंच पर विराजमान हैं
श्री के. शिवदासन, जनरल सेक्रेटरी,
NU Civil और CHQ के पदाधिकारीगण
Shri T.N. Rahate, General Secretary
addressing AIC alongwith
Shri K. Shivdasan, G.S., NU Civil
and other CHQ Office Bearers
present on dias.

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

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



Organisational Review

After taking over charge of General Secretary of NUPE P-IV for Sixth Term, we concentrated on Kerala Circle and succeeded to elect new set of Circle Office Bearers of Kerala NUPE P-IV unanimously. Shri Shivdasan, General Secretary, Civil Wing has taken active part to settle the Kerala Circle issue in very good way.

We have attended the first CWC of NUPE P-IV Kerala Circle on 28th and 29th of August 2018 and satisfied with the attendance of almost all Divisional Secretaries and all Circle Office Bearers.

In other issues of Organisation; we are proud to state that though after Departmental Council meeting was held on 20-12-2016 and after that our Notice of Agitation of year dt. 14-2-2017 only one meeting with Administration was held on 28-3-2017. Secondly, till date no any meeting is held.

Year 2015 Member Verification result not declared by the Department and therefore all due meetings are postponed because Department has not nominated the Staff Members.

For Periodical Meeting Department asked us for Agenda twice and we have already sent that Agenda but no Periodical Meeting is fixed till date.

In such situation we are compelled to take the problems/issues with the Department by correspondence and personal meetings with the concerned officers and we succeeded to solve some of the problems i.e. Change in Recruitment Rules of MTS and Postman, which will benefit in large scale to our GDS Staff; Dress Allowance to be paid from pay; Scale of Postman Rs. 3050 w.e.f. 1-1-1996 Fixation Orders are issued and Change of Transfer Policy. All this happened due to our continuous effort.

We have attended almost all Circle Conference and some of the Divisional Conferences where we were invited.

We are proud that due to our tour to various Circle in the month of April every year the Membership have increased.

All our Circle Secretaries are doing well on organisational issue and according to us the result that is Federal Central Working Committee of FNPO held at Newzealand Hostel, Aarey Colony, Goregaon (E), Mumbai-400065 on 27-8-2018 your General Secretary **Shri T.N. Rahate has been elected unanimously as Secretary General, FNPO.**

We and our Union is having good and cooperative combination with our Sister Unions Affiliated to FNPO, INTUC and UNI Organisation.

- T.N. Rahate

संगठनात्मक समीक्षा

हमने आप सभी के आग्रह को ध्यान में रखकर छठवीं बार अपने इस संगठन के जनरल सेक्रेटरी का पदभार कोलकाता में 12 अगस्त, 2016 को संभाला और तब से अब तक विगत दो वर्षों में संगठन को पहले से अधिक मजबूत करने में प्रयत्नों की पराकाष्ठा की। फलस्वरूप केरल सर्कल को फिर से संगठन की मुख्य धारा में लाने हेतु हमारी सहयोगी सिविल विंग के जनरल सेक्रेटरी श्री शिवदासन इन्होंने महत्वपूर्ण भूमिका निभाई और आज केरल सर्कल यूनियन बहुत अच्छी तरह से कार्यरत है। हमने केरल की पहली CWC को ता. 28/29 अगस्त, 2018 को उपस्थित रहकर संबोधित किया। श्री महेश के रूप में एक सच्चा और मेहनती युवक सर्वसम्मति से सर्कल सेक्रेटरी चुना गया है।

वर्ष 2015 का मेंबर वेरीफिकेशन रिजल्ट (नतीजा) सरकार ने घोषित नहीं किया है फलस्वरूप डाक विभाग की कमेटियों का गठन नहीं हो सका।

पिछले एजीटेशन 14-2-2017 की नोटिस फलस्वरूप सिर्फ एक मीटिंग 28-3-2017 को हुई थी, उसके बाद अब तक कोई मीटिंग नहीं हुई।

डिपार्टमेंटल कौंसिल मीटिंग 20-12-2016 को हुआ और अगला डिपार्टमेंटल कौंसिल के लिए हमने एजेंडा दिया है पर अब तक मीटिंग नहीं हो पायी।

पिरीऑडिकल मीटिंग के लिए दो बार एजेंडा मांगा गया और हमने दोनों बार एजेंडा भेजा किंतु मीटिंग नहीं हो पायी।

इतनी कठिनाईयों के बावजूद हमने पत्राचार और अफसरों के साथ बैठक कर बहुत से प्रश्नों का निबटारा किया, जैसे भर्ती के नये नियम जिसमें **ग्रामीण डाक सेवक ग्रेड का बहुत बड़ा फायदा होगा, ट्रेस अलाउंस तनख्वाह में मिलेगा, पोस्टमैन स्केल रु. 3050 1-1-1996** से फिक्सेशन, पोस्टमैन और MTS के भर्ती नियम में बदलाव, बदली की गयी पॉलिसी में बदलाव लाया गया, आदि के आदेश निकाले।

हमारे अथक परिश्रम और सभी सर्कल सेक्रेटरी के प्रयासों से हर वर्ष अप्रैल में मेंबर बढ़ोत्तरी हुई है।

आप सभी के सहयोग के कारण हमारा संगठन FNPO में ऊंचाई को छू रहा है। फलस्वरूप जनरल सेक्रेटरी **श्री टी.एन. रहाटे सर्वसम्मति से ता. 27-8-2018 को न्यूजीलैंड हॉस्टेल, आरे कॉलोनी, गोरेगांव (पूर्व), मुंबई-400065** में संपन्न हुई **फेडरल कार्यकारिणी FNPO में सेक्रेटरी जनरल के पद पर निर्वाचित किये गये।**

हम और हमारा संगठन सहयोगी यूनियन FNPO, INTUC और UNI के साथ मधुर संबंध बनाये हुए है।

- टी.एन. रहाटे

Financial Review

We have already given the financial review of our Union in last AIC held in Kolkata and CWC Mysuru, whereas 18 lakhs of Rupees are still due from all Circles as Quota of Subscription.

Since then no any action has been taken to clear that due Quota upto this date; on the other hand during last two years the due Quota for year 2016-17 and 2017-18 is not regularly remitted to CHQ. In the last CWC of Mysuru Shri Jagdish Sharma, Treasurer CHQ read out the Quota received statement and declared that Rs. 1,81,000 received from Maharashtra. But other Circles are not remitting correct Quota it is noted.

One important information we are giving here, that the our Union's fixed deposit of Rs. One and half lakhs was in the name of Ex-General Secretary Shri Gurudev Singh, this fixed deposit amount of Rs. One and half lakhs have now became Rs. Three Lakhs, this amount was given by Shri C.P. Nayee to CHQ. Now this amount has been deposited for two years at National Co-op. Society Mumbai which is in the name of General Secretary Shri T.N. Rahate.

Though we passed the resolution CWC and AIC for regular remittance of Quota but infact no proper remittance is made. We are having 14,000 Membership and our CHQ Quota comes to Rs. One Lakh forty thousand per month; but we are in receipt of meagre amount.

Now our Union has got the Post of Secretary General FNPO and this is high time for us that our General Secretary, NU P-IV and Secretary General FNPO must be at Delhi and for that we should allow him Foreign Service and for this our due Quota must be remitted which is lying to the tune of balance Quota of Rs. 18 Lakhs.

Our Union's work comparative to NFPE is better; only our correspondence to Directorate is so heavy that Ex-DG asked us to send on deputation the Union Staff for writing letters on behalf of Directorate.

We therefore allow Foreign Service to Shri T.N. Rahate, General Secretary NU P-IV and Secretary General, FNPO.

- T.N. Rahate

संगठन की आर्थिक समीक्षा

हम इस विषय पर पिछली AIC कोलकाता और मैसूर की CWC में विस्तारपूर्वक चर्चा कर रिपोर्ट में समीक्षा कर चुके हैं। 18 लाख रुपये कोटा बकाया है। पर उसे अदा नहीं किया गया है। और विगत दो सालों में भी नियमित कोटा भेजा नहीं गया। पिछली CWC मैसूर में हर सर्कल से प्राप्त कोटा विवरण श्री जगदीश शर्मा, CHQ ट्रेजरर द्वारा सदन को बताया गया था किंतु सदस्य संख्या के अनुसार बकाया कोटा हर सर्कल का विवरण नहीं दिया गया था जो इस AIC में दिया जाएगा।

एक महत्त्वपूर्ण जानकारी दे रहा हूँ कि हमारे संगठन के फिक्स डिपोजिट डेढ़ लाख रुपये जो श्री गुरुदेव सिंह, पूर्व जनरल सेक्रेटरी के नाम जमा थे वो बढ़कर तीन लाख हो गये जिसे श्री सी.पी. नायी ने CHQ को दिये। उन तीन लाख रुपयों को दो वर्षों के लिए नैशनल को.आप. सोसायटी मुंबई फिक्स में श्री टी.एन. रहाटे, जनरल सेक्रेटरी के नाम जमा कर दिये हैं।

हम हर AIC या CWC में सिर्फ प्रस्ताव पारित करते हैं कि CHQ कोटा नियमित जमा होना चाहिए, किंतु यह होता नहीं है। किंतु अब हमें इस विषय पर गंभीरता से काम करना है। कारण अब हमारे NU P-IV संगठन पर FNPO की जिम्मेदारी भी आयी है।

27 अगस्त, 2018 को न्यूजीलैंड हॉस्टेल, आरे कॉलोनी, मुंबई-400065 में फेडरल कार्यकारिणी द्वारा श्री टी.एन. रहाटे को सर्वसम्मति से निर्विरोध FNPO के सेक्रेटरी जनरल पद पर नियुक्त किया है।

और अब श्री टी.एन. रहाटे को फॉरेन सर्विस देना हमारे लिए अनिवार्य हो गया है ताकि FNPO संलग्न संगठनों को हम न्याय दे सकें और हमारे इस संगठन को ऊंचाइयों पर ले जा सकें।

- टी.एन. रहाटे

Future of India Post

In last AIC Report we have given information regarding Task Force Committee for renovation of Postal Department and its report submitted to Government and now one of the Corporation in the name of IPPB launched on 1st of September, 2018.

Other Corporations like PLI, RPLI may be formed within the perview of Postal Board.

We have already given details in year 2016 regarding working of IPPB, its operation through Internet Phone and Laptop etc. which now take place in year 2018.

Now Department is launching separate Parcel Delivery, Union is trying best to secure staff for all these operations and Department is asking us to accept incentive for this work.

If separate Corporations are being formed as per Task Force Committee Report the Communication Minister Shri Manoj Sinha assured us that no retrenchment will be there.

This is high time for us to decide the appropriate action against this move of the Government, which will lead us to the level of Telecom.

- T.N. Rahate

भारतीय डाक का भविष्य

हम सभी माननीय सदस्यों को अवगत कराते हैं कि पिछले AIC रिपोर्ट के पेज क्रमांक 55 पर हमने स्पष्ट किया था कि डाक विभाग के पूर्णनिर्माण हेतु टाक्स फोर्स कमेटी का गठन और उस कमेटी के रिपोर्ट अनुसार डाक विभागों को पांच विभागों में बांटने का सुझाव है।

उन पांच विभागों में से एक विभाग IPPB का विधिवत निर्माण 1 सितंबर, 2018 को हो गया, इसे आप सब जानते हैं।

सेपरेट पार्सल डिलीवरी शुरू हो गयी है। इन सबके लिए कर्मचारियों के बजाय इन्सेंटीव दिया जायेगा, जो सही नहीं है। इस प्रकार के कापोरेशन स्थापित कर सरकार डाक विभाग को टेलीकॉम की तर्ज पर ले जाने की सोच रहा है। सिर्फ ग्रामीण भाग में ग्रामीण डाक सेवक की सहायता से IPPB कार्यान्वित होगी और प्रतीत होता है कि शहरों में इस IPPB तथा अलग से पार्सल डिलीवरी कार्यान्वित हो सकती है।

इन सब प्रश्नों पर इस AIC में गंभीरता से विचार-विमर्श और चर्चा होना आवश्यक है ताकि हम इस पर कोई ठोस कदम उठा सके। हालांकि अपने मंत्री महोदय श्री मनोज सिन्हाजी ने स्पष्ट आश्वासन दिया है कि कोई कर्मचारी कटौती नहीं होगी।

- टी.एन. रहाटे

D.C. JCM Meeting was held on 20-12-2016
Postman, MTS and Allied Cadres items were discussed
The details of the items are given below

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

No. 06/03/2015-SR

Dated : 30th November, 2016


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

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

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

Staff Side :

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


(K. Mathivanan)
Director (SR & Legal)

Copy for information to:

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

Copy for necessary action to:

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

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

Dated: 1st March, 2017

Subject: Meeting of the Departmental Council (JCM) held on 20.12.2016 under the chairpersonship of Secretary (Posts) in the Department of Posts – Minutes - regarding.

Kindly find enclosed the Minutes of the meeting of the Departmental Council (JCM) held on 20.12.2016 under the Chairpersonship of Secretary (Posts) in G.P. Roy Committee Room, 2nd Floor, Dak Bhawan, New Delhi.

-Sd/-
(K. Mathivanan)
Director (SR & Legal)

Leader (Staff Side)

Minutes of the Departmental Council (JCM) meeting held on 20.12.2016 under the Chairpersonship of Secretary (Posts)

The meeting of the JCM (DC) was held on 20.12.2016 under the chairpersonship of Secretary (Posts) in G.P. Roy Committee Room, Dak Bhavan, New Delhi. A list of participants is annexed.

Secretary (Posts) welcomed the members followed by Shri R.N. Parashar, Leader, Staff Side thanking the Department for convening this meeting. Thereafter, discussions commenced on agenda items and after detailed deliberations on each point, following decisions were taken:-

S.No.	Item No.	Agenda Item	Brief/Status of discussion
2.	2.	Withdrawal of all disciplinary proceedings against - DDOs and APM Accounts due to excess drawal of salary to the Postmen on fixation of pay after the Fifth Pay Commission. Consequent upon the dismissal of SLP filed against the grant of increments and pay fixation ordered by the principal CAT Delhi filed by the All India Postal Employees	As the Disciplinary Proceedings' are quasi-judicial in nature, no instructions can be issued by the Postal Directorate for withdrawal of the same. Disciplinary Proceedings are initiated by the Competent Disciplinary Authorities in accordance with the existing Rules issued on the subject. Moreover, statutory channels are already available for the officials for redressal of

		<p>Union Postmen & MTS CHQ, all the Postmen belonging to that Union are being entitled for re fixation of pay with effect from 1.1.1996.</p> <p>As such the recovery already initiated from the officials as well as from the APM Accounts etc. become null and void. Similarly, the disciplinary proceedings initiated against several officials become unjustified and liable to be withdrawn. This will alone provide the natural justice to the aggrieved officials.</p> <p>It is requested to cause appropriate orders and render justice to the aggrieved officials.</p>	<p>their grievances which might arise on culmination of disciplinary proceedings in form of review, appeal and petitions.</p> <p>No further action, item can be closed.</p>
3.	3.	<p>Grant of Incentive for acquiring fresh higher qualification - reg.</p> <p>In accordance with DOPT OM No. 1/2/89-Estt (Pay-I) dated 09.04.1999, lumpsum grant on acquiring fresh qualifications has been provided. The main condition is that the acquisition of the qualification should be directly related to the functions of the Post held by him/her or to the functions to be performed in the next higher Post and there should be a direct nexus between the functions of the Post and the qualification acquired and that it should contribution to the efficiency of the government servant.</p> <p>It is relevant that the computer and other technical qualifications acquired by the Postal Assistants will become under the purview of grant of lump sum incentive. The Computer qualifications acquired by the system administrators as well as Postal Assistants will be beneficial to the Department in the present trend of technological induction to a great extent and there is a visible nexus between the computer qualification and the duties of system administrators as well as PA/SA Cadre.</p> <p>Hence it is requested to cause instructions to grant lumpsum incentive for the Postal Assistants/Sorting Assistants, those acquiring Computer qualifications.</p>	<p>As regards to the grant of lump sum incentive on acquiring higher qualification related to the computer science / computer applications to the system administrator PA/SA is concerned, it is already there under Serial 4 to 7 of annexure to DOP&T OM No. 1/2/989-Estt.(Pay 1) dated 09/04/1999. However, the above instructions will be reiterated.</p> <p>No further action, item can be closed.</p>

5.	6.	<p>Issue of Departmental Identity Cards to all Staff, including GDS - Reg. Present days, the necessity of proving identity is predominantly increasing in all walks of life. In several departments, the staff are having their departmental identity cards and using with prestige. The employees of the Department of Posts scattered throughout the nation deserve to have departmental ID to use it on travel, visit, tours and on off campus duties etc. It is requested to cause action to provide a departmental Identity card with photo to all the staff of the Department which is very purposeful.</p>	<p>Instructions regarding supply of ID cards to the ED Agents now GDS had been issued vide DG Post Letter No. 1-2/86-PF (PT) Vol. 1 dated 1-9-1992. Head of Circles were directed to take further necessary action at their end after observing the prescribed procedure within their financial powers. Hence no further action is required to be taken at Directorate level.</p> <p>Item can be closed.</p>
9.	10.	<p>Grant of Incentive & Commission on PLI Business to Working Staff par with Agents & field officers - reg. The Incentive on PLI/RPLI procurement and commission on PLI/RPLI premium are being paid with different yardsticks for PLI/RPLI Agents, Field officers and working staff/Development officers. There is a different in the incentive on the business procured among these categories whereas the commission on premium is denied for the development officers and working staff. The Development officers are expected to procure a base business and beyond that they are eligible for procurement incentive. The working staff are doing their PLI/RPLI agency activity only after their working hours. Hence, it is requested to treat the working staff/Development officers' par with field officers/Agents for payment of Commission on the premium.</p>	<p>Procurement and renewal incentive structure of all the categories of PLI sales force has been modified and made uniform as per decision of Postal Services Board taken in its 6th meeting on 06-07-2016. Necessary modifications in the Core Insurance Solution based on revised rates is being carried out.</p> <p>As far as RPLI incentive structure is concerned, it is already same for all category of RPLI sales force.</p> <p>Further, necessary modifications have been made in the system to generate and pay the incentive upto 31st July, 2016. Several Circles have already generated and paid the incentive due upto July 2016.</p> <p>No further action. Item can be closed.</p>
10.	11.	<p>Enhancement the amount of immediate death relief from welfare fund. A kind reference is invited to the DOP letter No. 1-01/2009-WL/Sports (vol-II) dated 19.03.2013. Under item No. 4, the Enhancement of immediate death relief for Postal employees from existing amount of Rs.7000/- to the revised amount of Rs. 10,000/- in respect of death due to accident while on duty is ordered. The death relief</p>	<p>The proposal for enhancement of the amount of immediate death relief from Welfare Fund from Rs.7000/- to Rs.10,000/- in normal death cases will be included in the agenda for the 12th meeting of the Postal Services Staff Welfare Board. No further action. Item can be closed.</p>

		is purported to be granted for funeral expenditure. Considering the increased cost among other things, the amount of immediate death relief may kindly be arranged to enhance as Rs. 10000/- for normal death cases also.	
11.	12.	<p>Filling up of Post of wireman/workman – reg.</p> <p>The vacant Wireman/workman posts are not taken into account while assessing the vacancies for the recruitment for a long time and the posts have not been filled up yet. There are lot of vacancies due to promotion, retirement and death. It is therefore requested to cause instructions to all concerned to fill up all such vacant wireman/workman posts at least at the time of filling up of Postman/MTS vacancies in the current process.</p>	<p>The field units had already been requested to examine the matter and take suitable action vide letter dated 06-01-2016 and 17-11-2016.</p> <p>No further action. Item can be closed.</p>
16.	17.	<p>Non circulation of government orders relating to grant of family pension to the families of deceased Government servants covered under NPS – Reg.</p> <p>In the absence of circulation of the important orders, the family pension to the deceased employees covered under NPS have not been sanctioned in many circles. Kindly expedite the circulation.</p>	<p>Already circulated vide this Directorate letter No.4-8/09-Pension dated 07/07/2009. These instructions will be re-circulated.</p> <p>No further action, item can be closed.</p>
19.	23.	<p>Spot payment of incentive to SPM /BPM for securing RPLI business</p> <p>Despite the fact the incentive for procuring RPLI business is prescribed in the Directorate letter No. 35-15/78-LI (Vol. III) dated 21-08-96 and 27-11-96, the incentive money has not been paid to the officials. years together directly as prescribed therein.</p> <p>Incentive is being paid based on the business procured. As such there should be no link to pay the incentive with allotment of funds. Incentive be paid on the spot which will motivate and improve the business. The Chief General Manager PLI vide his D.O. No. 75-15/87-LI (Part) dated 04-01-2006 intimated the Chief</p>	<p>Proposal for de-linking the PLI/RPLI incentive from budgetary allocation has not been considered.</p> <p>RPLI incentive is based on premium income which can be paid after receipt of 3 months premia (on effective business). For clearing the back log of incentive, a projection in RE 2016-17 has been made for additional funds.</p> <p>It was informed that the matter was also taken up with MOF but it was not agreed.</p> <p>No further action. Item can be closed.</p>

		Postmaster General, Tamil Nadu Circle that one proposal for delinking the payment of incentive from allotment of funds has been sent to the Directorate for approval. It is requested to finalise.	
21.	25.	<p>Representation of department in the cases filed in Consumer Forum and other courts</p> <p>It has been observed that the cases filed on the consumer forums and other courts against our department are not pleaded properly before court by engaging a lawyer on our behalf. The Government pleader is not appraised properly regarding intricacies of departmental rules, procedures and legal responsibility of postal department. It is fact that most of the cases are attended by the PRI (P)s, Postal Assistants or Mail Overseers, who are not trained. These court verdicts are always going against our department and our innocent staff become the victims. The staff side therefore, demands that the lawyers appointed by the department should be adequately briefed to represent the cases by our officers not below the rank of ASP and they should personally attend the court cases.</p>	Necessary instructions have been issued to all concerned for necessary action. Most of the circles have also responded stating that they will follow the instructions.
23.	27.	<p>Revision of FSC:-The Fixed Stationary charges fixed to office / officials does not commensurate the expenses being incurred for the purpose due to spiral increase of commodities & inflation. The present amount does not meet the 1/3rd requirements and the in charges are incurring expenses at their own cost. It is requested to consider the same and revise the FSC with retrospective effect.</p>	<p>This has already been revised vide letter dated 22-07-2016.</p> <p>No action pending. Item can be closed.</p>
24.	28.	<p>Enhancement of Grant of Recreation club</p> <p>The grant from the welfare fund for promotion / functioning of Postal Recreation Club was fixed longago which is insufficient to the functioning. Similarly the grant for excursion trips with mileage</p>	Grant-in-aid for the provision of amenities or recreational or welfare facilities to the staff of the Central Government in as well as outside Delhi / New Delhi, is fixed by the DoP&T. The same has been revised vide their letter No. 1/1/2014-Welfare dated 10/04/2015. The O.M. of DOPT has been

		restrictions requires relaxation. It is requested to consider the same.	circulated to all the Circles vide letter No. 20-24/2015-WI/Sports dated 19.11.2015. The distance limit for excursion trip was revised after the decision taken in the 11th meeting of the Postal Services Staff Welfare Board (PSSWB) held on 16/05/2012, from 500 Kms. to 700 Kms., vide letter No. 1-1/2009-WL/Sports (Vol. II) dated 19.03.2013. For consideration of the proposal for further increasing the limit up to 1000 Kms., the item has been included for discussion in the agenda for the 12th meeting of the Postal Services Staff Welfare Board. No further action pending. Item closed.
25.	29.	<p>Request for discontinuance the practice of obtaining fidelity / security bond from the employees handling cash</p> <p>The 5th CPC in its report vide para 62-13 recommended to discontinue the practice of obtaining fidelity / security bond from employees. In the present stage of handling huge cash, obtaining fidelity bond for Rs. 3000/- to Rs. 5000/- does not serve any purpose. A lot of manpower is wasted in Accounts branch in maintaining these records. Similar is the position of inspecting offices also. Only in rare and exception cases, the guarantee monthly is received. The employees are unnecessarily crediting premium every year to the loopholes to obtain fidelity bond. It is requested to consider and discontinue the practice of security bonds which has no longer serving any purpose.</p>	<p>The practice of obtaining Fidelity Bonds from the employees handling cash may not be discontinued for the following reasons:-</p> <p>(i) This practice is as per Rule 191 of Postal Manual Vol. II.</p> <p>(ii) Obtaining Fidelity Bonds is also a practice in various financial institutions.</p> <p>(iii) By furnishing the Bond, the employees clearly guarantee for “faithful accounting” of all money, writing.</p> <p>(iv) This, then, initiates the employees into a particular role – of pecuniary responsibility – and may also serve as a deterrent, in some measure.</p> <p>(v) If the practice of obtaining the Bond is discontinued, then, it will serve as a precedent for SPMs in single handed Post Offices and BPMs to also make a similar demand.</p> <p>(vi) The unions have also pointed out the amount guaranteed in the Bond is rather meager in terms of serving as “compensation” in cases of huge frauds. This, itself, could be considered for review for increase at a subsequent point in time after a study.</p> <p>In sum, the practice of obtaining the Fidelity Bonds may not be constituted because of the above reasons.</p>

26.	30.	<p>Removal of eligibility Ceiling of Pay of Rs.6800 [Pre-revised] for performing OT Duty. Operative staff in RMS/POs whose basic pay was below Rs. 6800/-[pre-revised] only is made eligible to perform OT Duty and this ceiling is causing serious operational difficulties as there is heavy shortage of staff. In certain Units staff is not available with less pay range to perform OTA. In this situation mails subjected to detention for more than 24 hours. The Staff Side urges for removing such ceiling and bring all operative PA/SA officials, irrespective of their pay range, to be engaged for performing Over Time Duty to meet the operational requirements. Postal Department is an operative Department like Railways. It is known that the employees of Railways are having their own unique OTA Rates for the OT Duty performed by its staff and they are not bracketed with the rest of the Government Employees. Therefore the non-increase of rate viz., Rs. 15.85 per hour has no adverse effect on the employees of Railways. The Staff Side urges for computation of a separate OT Rate as applicable to Postal Employees which is also an operative department like Railways.</p>	<p>General circular was issued on 24-05-2016. The DoP&T is the nodal Department to change this ceiling, however, the 7th CPC has recommended for abolition of OTA. The same would be taken up again with DOPT. No further action, item can be closed.</p>
28.	32.	<p>Instructions to stop Irregular Rule – 37 Transfers Many Officers in different circles wrongly award Rule-37 Transfer to some officials by way of disciplinary action. More over the application of Rule-37 has been clearly defined under the said Rules. Rule-37 cannot be used for reasons beyond that are specified in the Rule-37. The Staff Side urges for issue of suitable general instructions to all concerned to be cautious in this matter to avoid violations.</p>	<p>As per Rule 37, all officials of the Department are liable to be transferred to any part of India unless it is expressly ordered otherwise for any particular class or classes of officials. Transfers should not, however, be ordered except when advisable in the interests of the public service. All Heads of the Circles have been requested vide letter No. 141-141/2013-SPB-II dated 13.12.2016 to follow the provision of Rule 37 in letter and spirit and not to invoke the provisions in disciplinary proceedings.</p>
29.	33.	<p>Delinking the quarters of C&B class offices where standard accommodation was not provided: In C & B class offices one or two rooms</p>	<p>It is not practical to delink all the Post attached quarters of C & B offices in view of security of post offices. However, in case of non availability of standard</p>

		<p>were provided in rental buildings as quarters and the HRA foregone by the officials is more than the House rent paid to the building. After computerization there is no space for keeping the UPS and batteries and computer installations and the quarter portion is used for the office as the SPM is not in a position to reside in it. It is requested either to provide standard accommodation or delinking the quarters wherever it is feasible as per the security point.</p>	<p>accommodation and quarter found unsuitable delinking can be considered by Heads of circles on case to case basis on merit. The heads of circles have again been asked vide letter dated 10/04/2003-Blds.(Pt.) dated 08-01-2016 to decide the matter on merit basis on priority as per standing instruction.</p>
31.	35.	<p>Grant of Split Duty Allowance – Clarification requested. The officials residing beyond 5 kms have not been drawn with split duty Allowance even though they are entitled by other conditions. Similarly, the officials residing outside the municipality limits even though such area comes within 5 kms are also denied of these allowance. Both the conditions are practically not feasible resulting in denial of dues and defeated the very purpose of grant of such allowance. It is therefore requested to kindly consider and cause appropriate clarification for removing such conditions and draw split duty allowance to all on the basis of other conditions.</p>	<p>Order has already been issued for grant of split duty allowance for further period of three years w.e.f. 01-07-2014.</p> <p>No further action, item can be closed.</p>
33.	37.	<p>Enhancement of Financial powers of HSG I, HSG II & LSG Postmasters. According to Directorate letter No. 18-7/92 CI dt. 2.07.93, the Financial Powers given to HSG & LSG Postmaster on each occasion has been revised to Rs.60/- & Rs.40/- respectively. The amount has been fixed twenty three years before prior to installation of computers and mostly the amount was prescribed to meet any urgent requirements for the office. The escalation of prices has made the existing financial limit meaningless. After the computerization, due to the shooting of many problems, the urgent needs could not be purchased with these financial powers and the Postmasters are facing problems in attending any computer related problems</p>	<p>The proposal for delegating financial powers to non-gazetted powers was examined in consultation with IFW and JS &FA and it was not agreed as it is not according to Rule 13 of DFPR which states that Financial powers should not be delegated to non-gazetted officers.</p> <p>No action pending. Item can be closed.</p>

		and also during the power shut down periods. Even minor electrical repairs could not be carried out with the present financial limit. It is therefore requested to consider revision of financial powers to the Postmasters working in the operative office.s considering the present day requirements.	
34.	38.	<p>Budgetary allotment for Computer Advance.</p> <p>After the total computerization of the P.O. and its functioning, the officials who desire to purchase computers for their own should be encouraged which will motivate them further in the computer operations. There is a resentment prevailing amidst the officials due to poor allotment of funds under this head. It is therefore requested to allot more funds under this head and enable the officials to avail the advance for purchase of personal computers.</p>	<p>Rs.5.8350 crore has been allotted to circles / units for payment of advance to Government Servant for purchase of computer from the provision of Rs.6.00 crore received from Ministry of Finance. Rs.1.2455 Crore has been disbursed upto September, 2016 as advance to Government Servant by Circles / Units and remaining amount of Rs.4.5895 Crore is lying with Circles.</p> <p>No action pending. Item may be closed.</p>
35.	39.	<p>Fixing Norms / Time Factors to Postal Stores Depot; Circle Stamp Depot & creation of establishment.</p> <p>Since creation of Postal Stores Depot and Circle Stamp Depots, no norms have been fixed so far to justify the workload and staff strength. Merely the staffs from neighbouring divisions are being drafted and the posts are maintained without any justified augmentation. Resultantly, the parent divisions are suffering with shortage of hand due to the prolonged deputations to PSD & CSD. It is therefore requested to fix work norms to the PSD & C.S.D and augment adequate posts at the earliest.</p>	<p>Norms for Postal Stores Depot already exist and have been notified vide DG Posts No. 2-2/87-PPU-PF dated 07.12.1987. However, norms for CSDs have not been formulated so far.</p>
37.	41.	<p>Non implementation of Delhi High Court orders on revision of pay scales of Packers, Foreign Post, case of Chennai Foreign Post in Tamilnadu Circle.</p> <p>Despite clear orders dated 17.08.2012 and subsequent clarifications dated 03.09.2012 of the Directorate, the implementation of the orders has not been carried out by the</p>	<p>Orders for implementation of the judgement in all four Foreign Post Offices have already been issued vide Directorate letter dated 17/08/2012 and 03/09/2012. As regards admissibility of TBOP/BCR is concerned, the matter stands examined & clarified to all concerned vide Directorate letter No.4-4/2008-PCC (Pt.) dated 07/09/2015. Orders shall re-circulate.</p>

		<p>Director, Foreign Post Chennai till date. The Directorate vide its letter and 04.09.2012 clarified that they should be allowed the pay scale of Rs. 950-1500 w.e.f 01.01.1986 and further pay scale of Rs. 3050-4590 w.e.f 01.01.1996 and Rs. 5200-20200 with grade pay Rs. 1900 w.e.f 01.01.2006. Earlier the DoPT as well as the Directorate clarified that the previous financial upgradation in respect of Group "D" shall be ignored and will be provided fresh refixation after the introduction of MACP. Similarly there was a pay scale fixed for the posts having the pay scale of Rs. 950-1500 for TBOP and after 01.11.1991 for also BCR after the introduction of MACP similarly orders have been communicated after 6th CPC about the pay scales applicable for TBOP and BCR for the entry pay scale of Rs. 3050-4590. As such the clarifications sought for by the Director Foreign post is nothing but to delay the dues to be paid the officials. Similarly the clarification sought by him about the next grade pay after fixing with Rs. 1900 is totally unwarranted. The Director mentioned that the Directorate orders are not clear about refixation of pay to Group 'D' officials whether it is notional or arrears to be drawn despite very clear clarification is issued by the Directorate on 04.09.2012 to give effect from 01.01.1986. It is pertinent to mention that in all the three Foreign Posts other than Chennai, the pay fixation was already carried out and arrears were drawn. Further promotions were also accorded under MACP thereafter. It is therefore requested to kindly intervene and cause appropriate instructions to be concerned at the earliest for pay refixation and also drawal of due arrears to the aggrieved officials.</p>	Item closed.
38.	44.	<p>Non refund of the amount recovered under the New Pension Scheme & Non settlement of dues to the deceased/retired employees under NPS Consequent upon the clarification of the</p>	The refund of the recovery of NPS subscription amount in these cases will not arise since the amount recovered has been transferred to the GPF account of the concerned officials. Suitable instructions

		<p>Government of India that in case of new recruits appointed after 01.01.2004 but remained in training prior to 01.01.2004 shall be covered under the old pension scheme, more than 10000 Postal Assistants were brought under the old pension scheme. However, the recoveries made from them towards the new pension scheme have not been refunded yet despite many representations. Serious action is requested to refund the amount early.</p> <p>(1) Similarly in the event of resignation/retirement, the pension fund has not yet been refunded besides payment of pension. Many officials joined after 2004 and many GDS promoted after 2004 to Postmen could not get any benefits so far under this NPS.</p> <p>It is requested to cause appropriate action in this regard.</p>	<p>have already been given to all PAOs in letter No.PA/Book-1/NPS/Union Matter/2013-2014/D-2885 to 2935 dated 04-03-2016.</p> <p>The Ministry of Personnel Public Grievances and Pensions, Department of Pension and Pensioners Welfare OM.38/41/06/P&PW(A) dated 05-05-2009, the pension/Family pensions settled in all PAOs level.</p> <p>The NPS accumulation amount except annuity investment amount except annuity investment amount settled. The pension to be paid on investment of annuity is pending with PFRDA.</p>
40.	46.	<p>Grant of flight fare to officials working in North-Eastern Region while deputed for training outside NE an also for LTC tour</p> <p>Officials working in the very remote areas of the North Eastern Circle are facing many problems while on tour for training/availing LTC tour outside the NE Circle. It is requested that air-travelling up to Kolkata may be allowed to all officials working in the NE while on tour for training/LTC tour outside NE Circle.</p>	The matter will be examined.
41.	47.	<p>Dies non period should also be taken for reckoning of continuous service while granting ACP/MACP to officials:</p> <p>ACP/MACP order stipulates regular service (and not qualifying service) of 12/24, 10/20/30 years to become eligible to get financial up-gradation under ACP/MACP. While counting the regular service the periods of Dies-non are not being reckoned as part of continuous service. It should be noted that dies-non is not a break in service. It is also note worthy that the</p>	It has already been clarified that dies non period will not be counted as regular service for the purpose of grant of financial up-gradations under ACP/MACP Schemes vide DG communication No.4-7/(MACPS)/2009-PCC dated 24/12/2013. Item is dropped.

		<p>periods covered by EXOL without Medical Certificate is being allowed for counting the service for the purpose of promotion under ACP/MACP even though the same is excluded from the qualifying service for pension purpose. The concept of qualifying service even for pension calculation is now liberalized. Hence, the periods of dies-non should not be treated as a break in the continuous service and should be counted for the purpose of financial up-gradation under ACP/MACP.</p>	
43.	49.	<p>Replacement of outdated Computer, Printers, UPS & providing AMCS to Computer Peripheral – case of Tamil Nadu Circle.</p> <p>While the Tamil Nadu Circle Union has taken up the subject with the Chief Postmaster General in the Four Monthly Meeting held on 24.07.2013, for replacement of worn out and condemned computers, UPS and printers and placing AMC etc, the Chief PMG replied that “for replacement of hardware, the matter has already been taken up with the Directorate asking for funds once funds received, this will be done”.</p> <p>When we are venturing and advancing with full modernization in the Department of Posts, the non-replacement of worn out and condemned computer peripheral is causing a concern. The officials should not be troubled to perform their work in such condemned computers which will result in declining the efficiency in service in the Post offices. Some serious attention is required in this regard.</p> <p>It is therefore requested to kindly expedite and cause appropriate action by extending top priority in replacing the condemned and old computer peripheral in all the Circles.</p>	<p>Following items have been supplied to Tamil Nadu Circle:-</p> <ol style="list-style-type: none"> 893 Desk Top in January 2016. 899 Laser Printer in 2016-17. 1203 Pass Book Printers in 2016-17. E-Bid for supply of 597 Desk Top computers is being issued in January 2017 itself.
46.	52.	<p>Non settlement of agreed items in the last DC (JCM) related to Postmen & MTS issues</p> <p>This has a reference to the minutes of JCM</p>	<p>It was informed that the items listed were already discussed during the last Departmental meeting and action has been taken and need not be discussed again.</p>

	<p>(DC) held on 16th Dec 2014 communicated vide DG(Posts) letter No 06/01/2014-Srdated 22nd Dec 2014. In this connection it may be seen that the items relating to Postmen and MTS listed at serial No 7,11, 32,45,48,49,59, 55,61,70,72,73,76,85 and are still pending as no tangible result with specific orders for implementation relating to the concerned item is seen. In addition to the above, no orders have been issued to implement the following issues:-</p> <p>(i) Request to implement the ORDER OF SUPREME COURT ON CIVIL APPEAL NO 2010 OF 2009 RELATING TO ENTITLED</p> <p>MONETARY BENEFITS EFFECTIVE FROM 01.01.1996 TO 10.10.1997</p> <p>The copy of the judgment given on 07th May 2015 by the Hon.ble Supreme Court might have been received by your office. The copy of the judgment was also forwarded by us on 29th June 2015. It is requested early issue of orders for the implementation of the decision taken in this regard</p> <p>(ii) Implementation of judgment of Delhi High Court dated 02.07.2011.</p> <p>Pl refer WP no 3225/2007 in OM No 164/2005 in the matter of Dharam Singh others. This has reference to DG (Posts) letter No 2-48/2011-PCC dated 17th Aug 2014 addressed to four CPMsG (Delhi, Tamil Nadu, West Bengal and Maharashtra). Wherein instructions have been issued to draw the arrears of affected officials, but in vain. Despite regular issue of reminders, nothing has been done so far. Suitable and early action is requested for regularizing</p>	<p>However the following were informed: Stepping up of pay for promotes par with direct recruit. (item No.7): Relevant orders stand circulated to all concerned vide No.1-9/2010-PCC dated 05-01-2011. Delivery efficiency. (old item No.11): Is being examined. Substitute arrangement by all means to avoid combination of work. (old item No.32): Substitute arrangement is prevailing in the department, however, suggestions. Fill up all vacant posts in all cadres including MMS (excluding GDS). (old item No. 45): A Software for applying on-line for all categories of GDS, is being developed. After its execution, all vacant posts shall be notified by the respective Circle Offices as per guidelines on the subject. The processes of online application and subsequent filling up might be completed by the end of April 2017.</p> <p>Order No.4-4/2008-PCC dated 07/09/2015 stands issued.</p> <p>Relates to Circles Can be taken up in Regional JCM. No further action, item can be closed.</p>
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their pay and drawl of arrears of affected official. Total number of officials in all the four circle comes to only 425.

(1) NON SETTLEMENT OF PENSION AND RETIREMENT BENEFIT (NPS – 2004)

New Pension Scheme has become curse to those employees who are retiring on superannuation under this scheme as they are not timely receipt of withdrawal and pensionary benefits on retirement. For example, Sh. H.S. Parashuram Rao(Retired MTS-(110000282062)

Devangere HO Chitradurga Division (Karnatka Circle) retired on 31st Aug 2014.

The matter was referred to DG(Posts) vide this CHQ letter No P-IV/CHQ/11/NPS/2015 dated 14th Jan 2005 with request for an early action to avoid further delay In reply vide DG(Posts) No 6-5/PA Book / NPS lite(SDBS)2014-15/D-2386 dated 20 Feb 2015 it was intimated that DAP(Bangalore) has been asked to look into the matter and settle the pension case of the official. In such case final settlement reply need to be taken from DAP (Bangalore). Whether the matter has been sorted out or not is still uncertain. It would be appreciated if some specific orders/ instructions are issued to the Circle to streamline NPS case by giving dead line after retirement avoiding financial harassment to the affected officials retiring under NPC.

(iv) Filling Vacant Posts of Postmen

Many Posts of Postmen are lying vacant in all over India due to promotion/ retirement/death etc. Agencies conducting the examination have not yet been finalized in several circles. Especially in Delhi Circle. Postmen Examination was conducted last year but result did not declare so far, reasons not known. ODP has been appointed to substitute the vacant posts. This outsourcing system for appointment of ODP is neither satisfactory nor acceptable. ODP system working against the vacant posts of Postmen, in time

Circles have been instructed on 17/12/2015 to fill up the vacant posts.

		being, should not be continued for a longer period. However, immediate action is required to conduct postmen examination in general in all over India and specially in Delhi circle to fill up the vacant posts of postmen An early action is requested in the interest of delivery efficiency and postmen cadre as well.	
47.	53.	<p>Machinery regarding Delivery of COD Parcels:</p> <p>While India is entering into e commerce business with big companies like Amazon, snap deal, flipkart etc, the parcel delivery workload is increasing day by day and delivery work is done by postmen. We are happy to increase our revenue in the department. In the mean while This work need proper infrastructure like manpower, vehicle, mobile phone for effective and timely delivery being very costly item enclosed in the parcels. As regards the department has handled business of five hundred crores on COD in the financial year of 2014-15 per day already handling 1.5 lakhs e- commerce delivery and there is good scope to generate more revenue to the department. While giving more attention to arrange this work, other work relating delivery of ordinarily mail is neglected under threat. Postman is also facing hardship to carry this heavy parcel without any proper equipment or any transportation charges.</p>	<p>Steps have been taken to procure 204 vehicles Maruti Echo & Omni in Delhi and this will be supplied to all the Circles with the month of December and comprehensive orders have been issued regarding engagement of Outsources postal agents. We made it very clear that the Circles should expand areas & within city where there is huge demand and staff is not available, gap analysis will be done. We have engaged consultants also specifically for parcel business and it is a 18 months long project . Delivery would also be addressed to the Nodal Delivery System specifically for parcels. We will be able to take care of that delivery of parcels will be completely separated & will be continue to be delivered. Nodal Delivery system only in delivery for the Tier II and III cities. Rural areas we will wait for the consultancy to be completed, specifically for the work optimization, whatever needs to be done we will do. We will see in comprehensive way. We are doing very limited COD for Amazon and Nap Toll. For COD articles there are two issues. One is updation of the delivery and other is remittance of COD value. We are working to procure handheld devises, android devises, App and Pilot has been rolled out. Handsets for Tier II and II cities. The COD value can be remitted and some changes can be done, Payment can be done through credit cards. Secretary said that there will be mechanized delivery in metro areas. Software integration will take time for delivery.</p> <p>Item is closed. No further action is required.</p>

48.	54.	<p>Irregular utilization of services of Postmen/ MTS employees in PA work : It has come to our notice that work of Postal Assistants is being done by Postmen/MTS in several Post Offices whereas there is already acute shortage of Postmen and MTS staff. They are pressured to work in the work of PA. The staff of postmen and MTS is quite ignorant to perform the duties of PA. If anything happens wrong, they will be held responsibility for contributory negligence since no proper training is imparted to them for performance the duties. To meet the deficiency of Postmen staff, combined duties for postmen staff are pressured causing acute harassment to the postmen staff and set back to delivery efficiency. On combined duties work of two postmen cannot be performed by one postmen when they are already overburdened for their own beat. It would be appreciated that postmen/MTS wherever engaged to perform the work of PA in post offices should be removed immediately for the above reasons.</p>	<p>Establishment may issue necessary instructions to all heads of Circles in this regard. However, Secretary (Posts) informed that if someone is willing to work as PA they may be allowed to continue.</p> <p>Item closed.</p>
49.	55.	<p>Maintaining Waiting list of qualified GDS\ MTS for promotion to Postman Cadre Waiting list qualified Postmen/MTS for promotion PA/SA is in practice under provision, likewise waiting list of GDS/ MTS qualified candidates is not maintained.. Maintaining waiting list be made under provision in respect of qualified Postmen/MTS, since qualifying examination next time is very difficult for them. To qualify promotional examination every time for GDS/MTS to postmen cadre is not less than hard nut to crack being very hard tough examination.</p>	<p>The proposal submitted by the Staff side will be examined within one month.</p>
50.	56.	<p>Case of Sexual Harassment of Women: It may be seen that there is time to time amending rules for safeguarding women on sexual harassment. But in practically it is seen that there is unabated rise on sexual harassment. Actually the cases are not taken</p>	<p>As per Brochure on Joint Consultative Machinery and Compulsory Arbitration for Central Government Employees issued by the DoPT provides that in the Council individual cases will not be considered. In respect of Shri G. C. Mohanty, suitable</p>

		<p>seriously and accused are let off by simple warning or posting where as women folk get no justice to avoid such recurrence in future. For example : the matter on ABNORMAL DELAY IN TAKING ACTION AGAINST SHRI GOLAKA CHANDRA MOHANTY, SPOs OF CUTTACK NORTH DIVISION IN ODISHA CIRCLE ON SEXUAL HARASSMENT TO SMT. BINODINI DEHURI, BPM KUMBHUKA B.O. A/C WITH AREI SO UNDER CUTTACK NORTH DIVISION OF ODISHA CIRCLE was referred to DG(Posts) vide this CHQ letter NP-IV/CHQ/Sex-Har/2015 Dated 27th May 2015 In this connection photocopies of all relevant documents relating to whole incident, which are self-explanatory, were sent for suitable and an early action with deterrent punishment against the culprit to avoid such recurrence in future. But no action seems to have been taken so far. Another case on MOCKERY OF HARASSMENT WITH MRS APRUSH BARATHE WORKING AS POSTAL ASSISTANT AT MODEL COLONY POST OFFICE PUNE BY THE SUB POSTMASTER OF MAHARASHTRA CIRCLE was referred to DG(Posts) vide this CHQ letter No P-IV/CHQ/14/Pune-Harassment/ 2015 Dated 04th Feb 2015 with request to direct the authorities to take deterrent action against the official at fault to avoid recurring of such sort of harassment particularly of such woman who has no fault on her part and repost her in the same post office otherwise it would prove another bolt from the blue. This shows apathy towards women folk despite lot of amendment to the rules on this issue only on papers.</p>	<p>is being taken by the Competent Authority and this need not be discussed in Council. Para may be dropped.</p>
51.	57.	<p>Provisioning the facility of mobile to Mail Overseer / Cash Overseers: Orders for reimbursement of the actual expenditure incurred on telephone subject to maximum of Rs 20/- per month are solicited with retrospective date. Order</p>	<p>According to the observation of IFW, estimated expenditure involved in this regard has been called for from Circles. Shall be implemented after examining the same.</p>

		have not yet been implemented. It is requested to enhance the same to the minimum of Rs 100/-.	No further action, item can be closed.
52.	58.	<p>Revision of Postmen Norms assessment of scientific measurement of beats</p> <p>The postmen beats are not measured by scientific methods like cyclometer and foot meter. In this connection constituted committee was formed two to three years back to look into the issue. Nothing has been heard in this regard. The analytical progress of the committee is not known since no comments/meeting has been called for to look into the various aspects of problems confronted by the postmen staff. Actually the present tendency regarding measuring of beats by guess work but actual work based on work norm is neglected causing hardship to the staff. While doing so following factors must also be kept in view in addition to other issues of postmen problems:-</p> <ul style="list-style-type: none"> (iii) Maximum number of houses to be visited during duty hours (94) Maximum number of articles to be delivered during duty hours (iii) Maximum length of beat to be covered during working hours (iv) Maximum weight to be carried during working hours. (v) Procurement of Bicycle for Postmen staff <p>Further progress and availability giving target date and supply to the postmen staff is awaited.</p>	The Staff side may bring some unusually long beats to our notice and instructions will be issued to measure them scientifically so that this grievance is resolved once and for all. Response from Staff side is still awaited.
53.	59.	<p>To create new additional postman post and increase at least 20,000 to 25,000 number of postman Posts:</p> <p>The number of postman is according to the 1975 to 1979 norms and population. But now the population of India has increased manifold but (DOPT Order in last 8 years) 2/3 number of postman post has been abolished. After 1979 the population of India has increased, metro cities have developed, new complexes of 7, 9, 11, 17</p>	<p>No such proposal for creation of additional Postman Posts has been received from Circles in this Branch.</p> <p>It was also suggested that on line testing methods may be done as this is the only solution.</p> <p>Item closed.</p>

		<p>to 36 storied buildings and new sky-high buildings are being constructed. India is now on the verge of touching the sky. The number of Corporationsion Municipal Corporation has increased, the number of MLA.s in State Assembly and the number of MPs in the Parliament has increased, the number of Circles has increased from 18 Circle to 23 Circles; but the number Postman has not increased. It is true that the number of ordinary mails has decreased but the business of envelopes, SPL, E-Parcel and other business has increased day-by-day.</p> <p>Therefore the Union demands that permission should be taken from the Finance Minister to create new additional postman post and fill them and to increase atleast 20,000 to 25,000 Postman.If the number of postman are increased then alongwith the delivery work they can also do the work of RPLI, PLI, RD, Sukanya Account and Mail Pick Up.</p>	
54.	60.	<p>Implementation of CGM (MB) Order – Case of all Circles :</p> <p>CGM (MB) had issued Orders to all the Circle Head to measure the walk of every Postman in every Postman Beat to make new revision case. The CGM (MB) had instructed to send information to DG regarding the number of additional justified postman post. The Order was issued when Shri S.K. Sinhaji was CGM (MB), now Member Postal Board but till date the Order has not been implemented. So it is requested to please issue strict guidelines to implement this Order as soon as possible.</p>	<p>Establishment review of delivery staff of all delivery post offices is under process. The inputs from all Circles (except H.P., A.P. and Karnataka Circles) are still awaited. The Circles have been once again directed to submit their response in the matter at the earliest. As soon as the inputs are received, the matter will be submitted to the competent authority. A committee will also be constituted.</p>
55.	61.	<p>Minor Changes in Postman Remarks for Returned Articles Speed Post & Register and all Accountable Articles:</p> <p>While taking returns of postman for registered articles in Meghdoot Postman Module, when the reason for return is taken as “Not Known”, the same article is kept in deposit, by default. The remark of</p>	<p>CEPT has been addressed on this issue to resolve the same.</p> <p>Where address is correct and addressee is not available, the remarks of “Door locked/ first intimation” are already available. In Speednet module, remarks of “Addressee moved” are already available for redirection of articles. “Left address”</p>

		<p>“Not Known” is passed by the postman when the person named on the article is not available on the given address. In such cases, the article should be returned to sender which the present Meghdoot Postman Module keeps in deposit. This should be modified so as to the article with “Not Known Returned to Sender” remark should go to 43is patch. Further, where the address is correct but the recipient is not available, the remarks of “Absent” or “First Intimation” are necessary and the same are not available in the module which are essential to be provided. Also, in Speednet Module, common remark “Addressee Moved” is given for redirected articles as well as left address articles. It is necessary to provide separate remarks for articles of redirection and articles of left address. At present, there is only “Left India” remark is available for returns of speed post articles. Since, the modifications cannot be made locally, necessary action for modification is expected at appropriate level.</p>	<p>can be added though the purpose can be served by another option available, “Returned to sender”. CEPT has been addressed to add the option of “Left address” also.</p>
56.	62.	<p>Delegation of Powers of Limited Transfers of GDS Staff to PMG: At present, the powers of Limited Transfers of GDS Staff are with the CPMGs. Due to such centralized powers, GDS Employees posted in remote areas from their native place face many problems when they seek transfers near to their native place. Further, the conditions for Transfers of GDS Staff required to be relaxed. And the powers of limited transfers of GDS Staff should be delegated to Regional PMGs. The condition of three years. service for transfer of GDS Employees appointed on compassionate ground needs to be removed.</p>	<p>The issue of conferring power to transfer a GDS under limited transfer facility to Regional PMGs was considered by Postal Service Board along with scheme of limited transfer facility in the year 2006 but was not agreed to and instead it was decided that powers in this regard will be vested in HOC.</p> <p>Item closed.</p>
57.	63.	<p>Revision of Eligibility for MTS to (PA-SA) LGO Examination – Reduce 5 years to 2 years: As per present provisions, minimum service criteria for appearing in the LGO for MTS to PA is 5 years of service as MTS. This criteria of length of service is to be</p>	<p>Currently Multi Tasking Staffs (Grade Pay Rs.1800/- 6th CPC) with 5 years of regular service are eligible for promotion as Postal Assistant (G.P. Rs.2400/-) after successfully qualifying in the Departmental Examination. As per the guidelines for framing RRs</p>

		<p>modified and reduced to 2 years which is the probationary period fixed as per the revised confirmation rulings.</p>	<p>circulated by DOP&T for promotion from post with Rs.1800/- Grade Pay to post with Rs.1900/- Grade pay, the qualifying service required is 3 years. Further from the post with G.P> Rs.1900 to the post in G.P. Rs.2400, 8 years qualifying service is required. Thus a total of 11 years qualified service is required for promotion from post with G.P. Rs.1800 (that of MTS) to post with G.P. Rs.2400/- (that of PA "CO"). Therefore, the required qualifying service of 5 years stipulated in RRs of PA (CO) as mentioned above is already in lower side and does not require any further reduction.</p> <p>No further action. Item may be closed.</p>
59.	72.	<p>Old Items – Item No./DC/10/15 - Request for modification in DG Order No. DG P&T No. 31-38/79-PE-I dated 22-5-1979:</p> <p>According to this Order the Time Factor allowed to Postmen for delivery of article is walk distance calculated for main road, cross road upto main gate of building, but while measuring the beat of Postman this distance is also not taken into account. There is no increase in Time Factor for unregistered articles, instead Time Factor has been reduced for delivery of unregistered articles.</p> <p>Order DG P&T No. 31-38/79-PE-I dated 22-5-1979 = distance travelled means distance covered on the main road; lanes and by-lanes. Distance covered for entering various houses and multi-storey buildings is included in the time factor for delivery of articles (DG P&T No. 31-38/79-PE-I dated 22-5-1979.</p>	<p>This point merits consideration. The background is like this. A work study was carried out in 2010, and the norm for unregistered mail in multistoried buildings was reduced to .42 the Staff side then made a representation that it is inadequate and needs to be relaxed. Subsequently, in 2012, it was reviewed and increased to .72 for multi-storied buildings where mail boxes are not provided on the ground floor. It so happens that the norm for delivery of unregistered mail in other than multi-storied societies is also .72</p> <p>In this background, for the norm of unregistered mail in multistoried societies only, a fresh study may be carried out to resolve the matter. This would especially focus on entering various houses w.r.t. distance for door-to-door delivery. Accordingly, DDG (P) has been addressed to provide two ASPOs for conducting the work study.</p>

		<p>The correct way to measure the distance Door-to-door (delivery point) travelled should be taken into consideration alongwith the distance covered on the main road; lanes and by-lanes, distance covered for entering various houses, multi-storey buildings and door-to-door (delivery point) should also be measured in the time factor for delivery of articles.</p> <p>There is vast change from 1979 to 2015 regarding construction of multistoried buildings and malls. India is now on the verge of touching the sky. Union request that necessary modification may be Ordered while measuring the Postman Beat. The walk should be calculated actually to the door step of address or upto Post Boxes installed in premises of the building, ample correspondence has already been made in this regard.</p>	
60.	73.	<p>Adoption of CGHS Rates revised in the year 2014:</p> <p>At present, CGHS rates applicable to departmental employees are finalized in the year 2010. In the year 2014, Ministry of Health of Government of India has revised the rates applicable to employees covered under CGHS and CSMA Rule 1942. However, Department of Posts has not applied the revised rate structure as per year 2014, till date. Due to presently applied rates of 2010 being very low, hospitals do not show much interest in providing services to staff covered under CGHS. So, it is very necessary to get the revised CGHS Rates in the year 2014 adopted by DOP.</p>	<p>All the Circles are being instructed to adopt the revised rates of 2014. This will be circulated.</p> <p>Item closed.</p>
67.	80.	<p><u>DEPARTMENTAL PROMOTION OF MTS</u></p> <p>The department has sought information regarding the working MTS who possess 12th Class pass vide letter No.10/10/2010/ CWP dated 17.09.2010 but no further action has been taken and directions to concerned Superintending Engineers are pending till date hence the eligible promotions have been denied to the MTS</p>	<p>All Superintending Engineers (Civil) have already been requested to conduct the exam and fill up the vacancies of WC Grade-II against promotion quota as per Recruitment Rules vide letter dated 04-08-2016.</p>

68.	81.	<p><u>HOLDING OF REGULAR MACP SCREEDING COMMITTEE</u></p> <p>The standing instructions of the Department of Personnel & Training OM No.35034/3/2008-Estt(D) dated 19.05.2009 the Screening Committee should meet twice in every year – January and July – but in the Civil Wing is not following the instruction. Hence, the Ses. May be directed to follow strictly to avoid delay in getting the benefits to staff members.</p>	<p>Instruction for holding regular MACP screening committee had already been issued to all field units. Field units are holding such meetings. Letters dated 10-03-2016, 22-09-2016 and 28-07-2016 from SE(C), PCC, Ahmedabad & Patna and SE (Elect.) Bangalore have been received.</p> <p>No further action, item can be closed.</p>
69.	82.	<p><u>UPGRADATION OF GRADE PAY TO WIREMAN</u></p> <p>The up-gradation of grade pay to wire man cadre in the Department is pending in various offices due to non-availability of clear cut clarification regarding the type of training they required to be acquired for up-gradation of grade pay.</p>	<p>A meeting was held on 01-08-2016 between the Chief Engineer (Civil) (HQ) and representatives of the unions, wherein it was decided that the matter shall be taken up in next union meeting on production of relevant facts by union. Relevant facts are yet to be submitted by unions.</p>
70.	83.	<p><u>GRANT OF SELECTION GRADE PAY TO LIFT OPERATORS</u></p> <p>As per the judgement of Hon.ble Court the Department has extended the benefit of Selection Grade to Shri K.L.Tiwari, Lift Operator vide letter No.3-2/2013-CWP/627 dated 03.06.2013 and subsequent clarification of even no.945 dated 17.06.2014. But there are number of Lift Operators who are eligible for the same benefit is available in the Department. The benefit as extended to Shri K.L.Tiwari, Lift Operator petitioner in the Court Case to all others also to avoid litigation and time loss</p>	<p>SE (Elect), PEC, New Delhi has informed that needful has been done.</p> <p>No action pending, item closed.</p>
77.	91.	<p><u>Polythene bags from RMS offices</u></p> <p>Polythene bags are being used in RMS offices in place of canvas and blue bags. Adequate supply of canvas bags has not been ensured so far. Even bags of fertilizers, cement etc are being used for transmitting postal articles. Most of the bags are devoid of the nomenclature and logo of the dept. These bags cause environment pollution in addition to health problems. Action is requested for the</p>	<p>Use of Polypropylene bags with prescribed Postal logo was allowed by the Directorate only as a temporary measure to tide over the shortage of bags the postal network. The Directorate has since supplied approximately 12.50 lakh umber of Blue Air Mail Bags to different circles. Also Nylon Oxford Blue Water Repellent Air Mail Bags are being supplied, a total of 1.25 lakh number of Nylon Air Mail Bangs will be supplied by March, 2017.</p>

		supply of the canvas bags withdrawing all the polythene from use.	Besides, full Financial powers have since been delegated to all HOCs to procure Blue Air Mail Bags, Nylon Air Mail Bags and Speed Post Bags for a period of one year, initially, with provision for review on the basis of feedback from the circles vide the Directorate.s letter No.2-1/2015-UPE dated 27th June, 2016.
78.	92.	Utilization of MNOP funds:- MNOP funds are not being utilized for needy and essential items. Materials are being purchased without any consultation with staff side. Priority items are neglected and funds are being utilized for the items which are not required for the functioning of RMS offices. A review of the utilization of funds is requested and instruction may be issued to prepare priority list for the utilization of funds.	The funds under Mail Network Optimization Project (MNOP) are allotted and utilized as per approved EFC Plan and the list of items to be procured or work to be done under the plan was also circulated to the Circles as per the approved outlay. The fund utilization is reviewed from time to time by the Directorate. No further action has to be taken in this matter. Hence this issue may be treated as closed. Item is closed. No further action is required.
79.	93.	Norms for Parcel hubs:- Norms for the handling of Parcels have not been revised after computerization of Parcel hubs. Kindly do the needful for fixing norms for the PL Stg. Hubs.	At present, the work study for the case cannot be carried out owing to unavailability of staff. DDG (P) has been requested to provide two ASPs to Work Study Unit. The work study for the revision of handling norms of Parcels of Parcel Hubs will be carried out once the staff is provided to Work Study Unit.
84.	99.	Holiday Home at Kanya Kumari has been closed. Maximum Employees go to Kanya Kumari on LTC and facing difficulty in getting accommodation and there is no Holiday home at Chennai. Holiday homes may be provided at both these stations.	It has been reported by the Tamil Nadu Circle that the FRAC is likely to give their recommendation for fixation of rent for the Holiday Home at Vivekanand Kendra, Kanyakumari shortly. Holiday Home at BPC Tambaram, in Chennai located in Tambaram Railway Station premises has been opened on 15/08/2015. A proposal for opening of another Holiday Home at Chennai is being examined by the Tamil Nadu Circle.
88.	105.	Extension of facility for the PLI policy holders working in State/Central/ Undertaking Govt. directly from their salary.	PLI premium pay recovery facility for all Govt. employees is already in place. Under the new system for cash policies, insurants will have the option to pay premia through

		The pay recovery facility for PLI policy holders working in the state and Central Govts. Including PSUs sometimes fail on change of DDOs due to transfer etc, so the facility of PLI premium recovery directly from their salary account may be extended to boost up the PLI business.	ECS/debit card etc. No further action. Item can be closed.
89.	106.	Ensure correct fixation of those MTS who were granted ACP-I & ACP-II between 01-01-2006 and 31-08-2008 while fixing up of pay on MACP after 01-09-2008 in the light of Postal Dte's order 1-20/2008-PCC dtd 04-11-2013. An anomalous order issued under Dte.s letter no 1-20/2008-PCC dtd 18-07-2011 was set right through Dte.s another order on 1-20/2008-PCC dtd 04-11-2013, but the order has not been implemented causing huge recovery in many circles.	The matter has already been reiterated vide DG Communication No.1-9/2014-PCC dated 01/05/2015. Clarification orders will be issued again. No action. Item closed.
90.	107.	Discrimination relating to applicability of CGHS facilities in case of Postal Pensioners leaving in non CGHS areas. Only postal pensioners leaving in non CGHS area are denied this facility.	The issue of providing CGHS facilities to postal pensioner was raised with the Nodal Ministries i.e., the Ministry of Pension & Pensioners. Welfare as well as with the Ministry of Health & Family Welfare at the level of Secretary.
91.	108.	Arbitrary decrease in bonus in respect of PLI/RPLI policies need to be stopped for the sake of PLI/RPLI business the order of decreasing trend of bonus need to be withdrawn.	It was informed that Bonus has not decreased only business decreased during last two years. Admissible bonus is declared in valuation of PLI / RPLI funds every year which is being done after following due procedure and no arbitrariness is involved. No action pending. Item can be closed.
92.	109.	Stop imposition of Service Tax on PLI/RPLI business. Consequent upon imposition of Service Tax on PLI/RPLI business has been decreasing the business	Levy of Service Tax is a policy decision of the Government of India and therefore, is levied on PLI / RPLI premium in compliance with the policy of the Government Rate of tax also is decided by the Govt. and any revision in the rate of tax as and when ordered by the Govt. is being implemented in compliance with the orders of the Govt. No further action. Item to be closed.

95.	112.	Stop harassment and victimization of staff in the name of PLI/RPLI. Notes: Although Dte has recently ordered in this regard some Circles are not following	No case of any harassment has been reported to this Directorate. No further action. Item to be closed.
98.	115.	<p>Decision of similarly situated cases once decided by Apex Court to maintain uniformity & liquidity of litigations :-</p> <p>It has been noticed that the decision of Apex Court delivered in a particular case is not being implemented for similarly situated cases under fundamental law where the Honourable CAT (PB) New Delhi in its marvelous judgement passed in OA No. 864/2014 (Om Prakash & Others V/s UOI) on 12.03.14 has held that “Once an order has been passed by this Tribunal and it has also been upheld at the level of Supreme Court, there is no question of waiting for an approval from any Govt., Department for implementation of the same. The respondents, therefore, should have considered the representation of the applicants on merits.”</p> <p>The Judgement/order dt. 16.08.2004 of Honourable CAT Calcutta passed in OA 1148/2003 upheld by the Honourable Supreme Court of India has since been complied with the Department for limited employees and representations of similarly situated employees are kept pending which encourages them for litigations. Accordingly the applicants filed OA No. 701/2006 before Honourable CAT Hyderabad and orders of Honourable CAT Hyderabad has been upheld by Honourable High Court Hyderabad in WP No. 31500/2011 vide order dt. 09.04.15.</p> <p>The issue may kindly be considered vigorously and Apex Court decision may be implemented for all similar cases to avoid unnecessary litigations and to provide justice to staff under fundamental Rules.</p>	Instructions have been issued to all concerned. Most of the circles have also informed that the Apex Court decision would be implemented to avoid unnecessary representation and litigation.
101.	118.	Posting of Office bearers on sensitive posts – violation of instructions. In Rajasthan, Andhra, Odisha, M.P and U.P.	The Directorate has issued instruction vide letter No.141-141/2013-SBP-II(pt) dated 29-10-2015 and subsequent reminder

		office bearers of unions are being posted against the sensitive posts which results in leakage of official information . There are clear instructions that office bearers may not be posted against sensitive posts. Instructions may kindly be reiterated.	dated 22-01-2016, 10-02-2016, 3-3-2016, 20-05-2016 and latest reminder vide letter No.135-03/2009-SPB-II dated 05-12-2016 to Head of Circles to carry out rotation of Government servants on sensitive and non-sensitive posts. In this regard instructions to circles will again be sent.
103.	120.	<p>Implementation of the judgment of Hon'ble Supreme Court of India in the Civil Appeal No. 6046-6047 of 2004 in Rohtas Bhankhar & Others Vs. Union of India:</p> <p>DOP&T vide O.M. No. 36012/23/96-Estt.(Res) dated 22-07-1997 withdrawn the lower qualifying marks / lesser standard of evaluation in r/o SC / ST candidates in the Departmental Examinations. Accordingly the request for review of the results in respect of the JAO Part-II examination held from 23-07-1997 to 25-07-1997 was rejected. Now , the Hon.ble Supreme Court of India deciding the Civil Appeal No. 6046-6047 of 2004 in Rohtas Bhankhar & Others Vs. Union of India and Another declared the above said O.M. illegal and ordered modification of the results in the Section Officers / Stenographers (Grade B/ Grade-I) Limited Departmental Competitive Examination, 1996. As the O.M issued by the DOP&T itself is declared illegal by the highest Court of this land in the judgment dated 15th July 2014 referred above, it is requested to modify the results of the above said examination by allowing lower qualifying marks in the review to undo the injustice done to the SC/ST candidates.</p>	<p>The matter was referred to DOP&T for examination in the light of Hon.ble Supreme Court judgement dated 15/07/2014 in Civil Appeal No.6046-6047/2014 (Rohtas Bhankhar & others Vs. UOI). The DOP&T vide their ID No.36028/7/2012-Estt.(Res) dated 21-01-2015 has intimated that the issue is under examination has intimated that the issue is under examination in consultation with the Department of Legal Affairs, Ministry of Law. Accordingly, this fact was brought to the notice of all Heads of Postal Accounts Offices dated 02-02-2015. Further a reminder has been issued to DOP&T for clarification vide D.O. Letter dated 05-10-2016.</p> <p>Secretary (Posts) also assured that he would meet Secretary, DOPT in this regard.</p>
105.	122.	<p>Amendment to the PA Recruitment Rules — requested.</p> <p>In the revised PA. rectt. Rules, vide Gazette notification dt.21.5.2015, in column 7 for educational qualification, it has been mentioned that “as per the notification issued by the SSC from time to time for HSC Level (10+2) examination”.</p>	<p>Department has taken a conscious decision in order to streamline the recruitment process by bringing transparency in recruitment and quality candidates and therefore transfer the work of selection of candidates for PA / SA cadre against Direct Recruitment quota to the Staff Selection Commission (SSC).</p>

	<p>As per the notification issued by the Department on revised procedure for filling up of posts of P.A./S.A. dt. 8.5.2012, in the column for educational and other qualifications, it is mentioned that , “should have studied the local language of the State or Union territory of the concerned Postal Circle or Hindi as a subject at least in Matriculation or equivalent</p> <p>As per the SSC notification, for rectt. To PA, or S.A for 2015, the educational qualification is notified as candidates should have possess HSG or 12th Class from any department school or university”. Because of mentioning in the last recruitment notification as “should have studies the local language of the State or Union territory of the concerned Postal Circle or Hindi as a subject atleast in Matriculation or equivalent’, large no. of candidates are entered from various Postal Circles, without knowing the local language or even English.</p> <p>They could not able to cope up with the local people across the counters in Sos or even in H.O.s and the rest of the staff have to manage their work in addition. Nearly 50% of them applied for transfer immediately and rest of them are prepared to quit the job, because of language problem. This will defeat the very purpose of annual DR and the existing staff are already suffering due to acute shortage.</p> <p>This will be repeated by this year recruitment also, because there is no restriction or condition that the candidates should have possess the pknowledge of local language</p> <p>Under these circumstances, it is requested to review the situation based on the facts prevailing in the circles after the 2012 recruitment and make necessary amendments in the PA/SA Recruitment Rules to sort out this problem.</p>	<p>Since the basic education qualification for PA / SA is 12th Pass, the educational qualification norms as laid down by the SSC for Combined Higher Secondary Level (CHSL) Examination is to be followed by the Department also, which is uniformly applicable to all the cadres covered by the CHSL Examination. The Recruitment Rules have been revised accordingly. The new system as per the revised Recruitment Rules has just started. Therefore it is not administratively appropriate to relook the procedure at this stage when the 5206 direct recruitment PA/ SA vacancies for the year 2015 and 3218 PA/SA vacancies for 2016 has already been reported to SSC for selection.</p> <p>Secretary (Posts) advised that local language should be learnt with the help of seniors in that region.</p>
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List of participants for the JCM (DC) meeting held on 20.12.2016

Official Side:-

1.	Shri B. V. Sudhakar	-	Chairperson
2.	Shri T. Murthy	-	Member (O)
3.	Shri Tilak De	-	Member (Tech.)
4.	Smt. Meera Handa	-	Member (Plg.)
5.	Shri A.K. Dash	-	Member (P)
6.	Smt. Saroj Punhani	-	JS & FA
7.	Shri S. Dashora	-	DDG (Estates &MM)
8.	Shri Manish Sinha	-	DDG (PAF)
9.	Dr. Alok Pande	-	DDG (FS)
10.	Shri Ashish Kumar	-	DDG (Tech.)
11.	Shri Harpreet Singh	-	DDG (MB)
12.	Shri Abhinav Walia	-	DDG (PO)
13.	Smt. Smriti Sharan	-	DDG (Estt. & SR & Legal)
14.	Shri Vineet Pandey	-	CGM(BD) & CVO
15.	Shri Vishvapavan Pati	-	CGM (PLI)
16.	Smt. Sheuli Burman	-	GM (PLI)

Staff Side:-

1.	Shri R.N. Parashar	-	Leader, Staff Side
2.	Shri D. Theagarajan	-	Secretary General, FNPO
3.	Shri Giri Raj Singh	-	Secretary, Staff Side
4.	Shri D. Krishna Rao	-	Member
5.	Shri T.N. Rahate	-	Member
6.	Shri J. Ramamurthy	-	Member
7.	Ms. R. Seethalakshmi	-	Member
8.	Shri Subhash Chakraborty	-	Member
9.	Shri Pranab Bhattacharjee	-	Member
10.	Shri T. Satyanarayana	-	Member
11.	Shri N. Ramappa	-	Member
12.	Shri P.K. Muralidharan	-	Member
13.	Shri Shivkant Mishra	-	Member

Agenda Items for forthcoming DC JCM Meeting
(But till date no meeting has been held by the Department of Posts)

U.N.I.

F.N.P.O.

I.N.T.U.C

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Ref. No.: NU/P-IV/DC JCM/1/2017
.....

Date : 27-05-2017
.....

To,

Shri Girirajji Singh,
Secretary Staff Side, D.C.,
JCM, North Avenue (NFPE Office),
New Delhi-110001

Subject : Agenda Items for forthcoming DC JCM Meeting.

Respected Sir,

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

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary,

President FNPO

Member DC JCM

CC for information and necessary action

1. Secretary General,
FNPO

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Ref. No.: NU/P-IV/DC JCM/1/2017**Date :** 27-05-2017**- 2 -****Agenda Items for Forthcoming DC JCM Meeting**

Item No./DC/1/2017 : Non-observation of Cash Line Limit. (Case of all Circle in Division or Unit Heads).

Brief : The work of exchange of **currency notes** is being done with large scale without observing Rules and Regulations i.e. **time limit of working, security measures** and what not.

Here we have to point out that the **fixed line limit** of cash remittance from one office to another through Postman, **Head Postman, Cash Overseer, LB Peon, PRIP** as fixed vide Directorate **Letter No. 22-6/84-C1 dated 10-10-1991** is not being observed. (Copy attached).

No escort, police escort is being provided and heavy remittance of lakhs of rupees is being made without observing any security.

We point out that if any **untoward incident of robbery occurred** while this irregular conveyance of cash the entire responsibility lies with the Divisional/Unit controlling Administration. This should be brought to their **notice from your end please**. No postal official will be responsible engaged in this work of cash conveyance.

Item No. DC/2/2017 : Implementation of Orders of Hon'ble Supreme Court dated 7-5-2015 in Civil Appeal No. 2010/2009 in respect of SLP No. 6394/2007 filed by All India Postal Employees Union, Postmen and Group D about grant of upgraded pay scale of Rs. 3050-4590 from 01-01-1996 instead of 10-10-1997.

Issue of Orders from Directorate for fixation of Postman Pay as 3050 w.e.f. 1-1-1996 as per Supreme Court decision of 23rd April. Ref. No. 2-1/3007-PCC dated 26-09-2016.

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

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

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Ref. No.: NU/P-IV/DC JCM/1/2017**Date :** 27-05-2017**- 3 -**

Item No./DC/3/2017 : Regarding Revise Pay Scale Promotion of Phone Mechanic/Wireman Unskilled Labour Electrical in Scale 975-25-1150 and other benefit scale-wise/Promotion and other benefit, completion of Year Serviceas per Government of India Notification No. 21-9-87. (Bldg. Maintenance Staff).

Brief : One who is working in Group 'D' unskilled labour (now MTS) Electrical from combined department i.e. Postal and Telegraph absorbed into Postal wing.

He has not been given these all benefits in Postal Wing which are given in the Telecom Electrical/Wireman. According to the Rule all these benefit be given to them (Supreme Court/High Court Decision copies attached).

1. Published Sub Section (i) or Section 3 of Part-II of Gazette of India No. 10-15/92 CWP Government of India Ministry of Communication Department of Post Dated 27-12-97. As per Finance Advice vide their mentioned u.o. No. 3044/90-FA-1 dated 16-10-1990.

2. National Union of Postal Employees Postman & Group D/Multi Tasking Group 'C' Central Head Quarters, Delhi-110054.

Ref. No. NU/P-IV/Pay Scale/Technician/Wireman/2014 dated 7-11-2014.

Subject : Request for implementation of Judgement to the Wireman Helper C&B(D) of Postal Department.

Ref.: - Department of Posts, Establishment Division (Pay Commission Cell) Letter No. 2-5, 2009-PCC dated 14 January, 2014.

Before bifurcation of Department of Post and Telecome on 1-1-1986 one official who is working as unskilled Group D (Now MTS) is not given the benefits of that Post as given by the Department of Telecom. The official was posted as unskilled labour electrician on 2-11-1983.

In this regards the parity between two department for same post and same work would be observed and the affected post be benefitted according to the rule on force as far as possible.

Item No. DC/4/2017 : Application Non-implementation of MACP Related DG Order No. 1-2/2008-PCC dated 4-11-2013 and Clarification Order No. 1-9/2014-PCC dated 1-5-2015 Provision of Para 5 of Annexure to OM on MACP in case of officials covered by TBOP/BCR/ACP Schemes - vis-a-vis Para 6.2 of Annexure to OM on MACP dated 18-9-2009. Ref.: Your Office Letter No. 4-1/2017-PCC dated 24-3-2017.

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(Case of those Postman and MTS who got TBOP or BCR before 1-1-2006 and 31-8-2008, please ignore the TBOP or BCR of these postman and MACP should be given w.e.f. 1-9-2008 [next GP + 3% Increment]).

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

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

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

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

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

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

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

Item No. DC/5/2017 : Please delete in Footnote on page 2 (Postmen & MTS Name) of Transfer and Placement Committees in the Department of Posts for recommending Transfer/ Postings of the Officers/Officials of Department - reg. Ref.: Your Office Letter No. 4-09/2011-SPG (Pt.) Dated 30th March, 2015.

Brief : Please refer Union letters wherein it is stated that your office letter cited above, on **Page No. 2** in last note is given as below -

Note - For **Postman, Mailguard, MTS** and equivalent cadres and other Units which are not covered above, Circle will make similar Committees.

Accordingly, in **AP Circle, the Committee for Postman, MTS, Cash Overseer, Mail Overseer** etc is formed to consider the Transfer and Posting.

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But large number of complaints are being received from the staff those are facing difficulties for this **transfer** and posting cases.

In fact, Postman and MTS cadre are **out of preview of transfer and only to work on seniority as Sorting Postman, Cash Overseer or Mail Overseer, Transfer and Posting Committee not required** for this cadre and the Divisional Head is competent for this exercise.

In this respect ample correspondence is done with concerned **Member (P), Directorate, DDG** and also met in their office which realised that the **report has been called for from ADG Staff to ADG (SPN). But till date no report is received regarding the issue.**

As such the **Committee for transfer and Placement formed is not required.**

It is therefore **requested to delete the footnote on Page No. 2** in the larger interest of the staff and Administration, please, of above cited letter. However, the similar Committees are already formed for Postman, Mailguard, MTS and equivalent cadre etc. may be cancelled forthwith.

Item No. DC/6/2017 : To instal x-ray machine for checking the content of COD Parcels.

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

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

Item No. DC/7/2017 : To lodge FIR against the private (Agency) company who conducted Direct Outsider Quota (Postman/MTS) Recruitment Examination for year 2009 to 2014 and also initiate CBI Enquiry.

Brief : In continuation of our Letters of your Office **20-9-2016**; we once again add that in present situation the Department must think the issue of holding of examination for recruitment of Postmen and MTS cadre by a **private company in seven/eight Circles** and the issue of **bogusity, fraud, cheating** by some candidates.

Even after **declaration of result** the cases were opened and examination were cancelled by the **CPMG concerned**. Candidates approached at CAT. It is noticed that 100% those **companies are responsible for this bogusity**. But the Department kept **mum** for the reasons not known to us.

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The (private Agency) company has acted irresponsibly this has been proved but still the Department has cancelled the result and the candidates are made to suffer. In spite of this, no action has been taken against the wrongdoing (private Agency) company nor they have been asked to return the amount paid to the (private Agency) company neither they have been arrested and punished. Why the action has not been taken against the (private Agency) company.

We therefore request that Department should lodge a complaint with Police, CBI with consultation of our Advocate for compensation and return of amount of fees paid to company for conducting those examinations.

Also the expenses of Court cases to defend CAT cases should be charged with those **(private Agency) companies responsible for conducting the examination.**

Please take the Items with its true spirit.

Item No. DC/8/2017 : Non-implementation of Delhi High Court Orders on Revision of Payscale of Packers, Foreign Post, Kolkata. Ref.: Agenda Item SL No. 37 Item No. 41 of Department Council (JCM).

Brief : The Agenda Item No. 41 of Departmental Council (JCM) in regards of Non-implementation of Delhi High Orders on Revision of Payscale of Foreign Posts of Delhi, Kolkata, Chennai and Mumbai.

The information sought under RTI; in R/o Kolkata, Foreign Post, copies of original RTI Application and reply received are sent herewith for your kind perusal.

We are surprised to note that in reply the Foreign Post, Kolkata as below -

1. Action for (9) Nine cases have been initiated but any payment yet to be made. No such Directorate Letter dated 4-9-2012 is appeared to be received by this office.

It is therefore requested to arrange to supply the copy of Order of **dt. 4-9-2012** to Foreign Post, Kolkata immediately.

And it is also requested to please issue Orders to Foreign Post, Kolkata to immediately give Pay Fixation to MTS from 1-1-1986 till this date otherwise you will have to pay interest claim also.

Item No. DC/9/2017 : Request for engagement of Substitutes against Vacant Posts/Leave Vacancies of Postman & MTS when GDS are not available

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Brief : According to **Appendix No. 6 of P&T Manual Vol. IV** substitutes are being engaged from GDS cadre to work as Postmen on **Vacant Post/Absentee since last so many years.**

But now at Mumbai City in almost all Divisions hundreds posts of Postmen are vacant and we have **engaged ODP**; at par with Delhi Circle which **became complicated.**

We now suggest that as per Departmental Orders; the **Outsiders may be engaged as Substitutes** on Vacant Post of Postman/MTS provided that those **should be sponsored from Local Employment Exchange** vide DG Post No. 45-95/87-SPB-I dated 11-1-89, DG Posts No. 14/8/85-PAP dated 17-12-87, No.45-131/89-SPB-I dt. 28-8-90.

It is therefore requested for cause issue instructions to all recruiting units to call for the list of **eligible substitutes from Local Employment Exchange** and those should be engaged to work as **Substitute Postman on Vacant Post.**

We hope that our **suggestions** will be taken into account **for smooth functioning** of delivery work **till regular recruitment is made**, please.

Item No. DC/10/2017 : To make cash payment for the purchase of Uniform (including shoes).

Brief : Sir, while in the meeting to discuss the issue it is finalised that 50+50 polyester and cotton fabric is to be purchased for the Uniform for Postman and MTS Staff.

It is heard that at present in the market such quality fabric is not available.

We are wearing the 67/33 polyester/cotton fabric since years together. In our Department we have to purchase from **DGSND** or the lowest tender is sanctioned hence the required quality fabric is not available to the staff. Since some years our staff look ugly due to such lower quality fabric. Moreover, there may be **some money matter** taken place due to competition for lower tender. Such type of cloth may hamper the image of Department of post in member of public. We the Postman staff remain in open space and not under the roof hence there would be impact of rain/sunrays on those fabrics. In modern technologies the staff should be seen modern.

Hence, taking into consideration of above fact Rs. 10,000 (Rs. Ten thousand) only be given to staff per year alongwith the **specimen of the Uniform** to avoid the inconvenience to the Department as well as to the staff.

Sir, I hope every year you will make cash payment for the purchase of Uniform and shoes. And will fix and give the design; so that the quality and design of the Uniform is purchased and stitched as per the design given.

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Ref. No. : NU/P-IV/DC JCM/1/2017
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.....**- 8 -****Item No. DC/11/2017 : Introduction of Compulsory Local Language Written Paper of 25 Marks for Postman and MTS Recruitment Examination (in syllabus).**

Brief : In recent Postman Recruitment Examination, in the **scenario** it is seen that, whoever inspite of **not having any knowledge of Local Language** are selected in Merit. This is due to some **lacuna in the syllabus**, wherein the paper of Language is given either in Local Language **or in Hindi**. Because of this who do not have essential knowledge of local language is also recruited in merit and this cause inefficiency in handling further task in that particular province.

It is therefore suggested to introduce **25 Marks Paper** of Local Language in nature of drafting which easily caused the efficiency of the candidate in local language and further affected the efficiency of the Department too.

Therefore it is requested, atleast 25 sentences or one paragraph in written paper of Local Language should be made compulsory or Hindi Language should be removed from further syllabus.

Item No. DC/12/2017 : Proposed CSI Project of India Post.

Brief : Department has proposed to launch CSI Project in India Post; without providing the **necessary equipments, training to staff and required manpower.**

Staff side has raised the following issues :

1. Employee self-service module training is required to be carried out before migration.
2. Staff side stated that there are problems of old computers and bandwidth connectivity. The hardware deployed currently, is likely to be of lower configuration than what is specified by TCS as minimum hardware requirement. Staffside further requested to share minimum requirement of TCS for hardware and connectivity, for their record.
3. Staff side expressed concern about the quality of the training imparted to Postal Assistants and Supervisors. They stated that although training conducted was good, many number of staff were still not able to handle issues, as there was little hands on training.
4. Staff side also informed that they have not been supplied with training manual, but with CDs. It is difficult for them to refer the CD, as most of them do not have computers at home.
5. Staff side further stated that CD drives of Office Computers are disabled so as they are not able to use any external media on Post Office Computers, hence the training manual in CDs is of no use to them.

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6. In view of above, staff side requested that quality of training should be better.
7. Staff side also expressed concern that procedure for personal claims, leave, etc. is not clear. Everything is to be drawn and disbursed by DAP, especially medical advance, TA, etc. The Staff side expressed apprehension of delay in this regard.
8. Staff side strongly urged that unless required specification of computer hardware and other hardware is not provided in Post Offices alongwith required bandwidth roll out would not be smooth and in turn would create problem to staff and members of public.
9. Staff side also raised an issue of shortage of staff in all categories. Due to shortage, productivity is low and they are presently facing public anger.
10. Staff side strongly urged not to roll out in CSI till fully equipped in:
 - a) Hardware
 - b) Bandwidth
 - c) Training
 - d) Provision of manpower.
11. Staff side further suggested that roll out should be made in phased manner.
12. Staff side said that they wholeheartedly support the modernization project but requested it to rollout with full preparation to avoid problem and public anger.

We therefore, request that before launching the CSI Project following issues should be settled.

1. Employee self-service module training is required to be carried out before migration.
2. The problems of **Old Computers and bandwidth connectivity** should be solved; and to share minimum Requirement of TCS for **hardware and connectivity** for record of staff.
3. Procedure for personal claims of staff should be cleared.
4. Until and unless CSI Fully equipped in -
 - a) Current Hardware Operating System is Windows XP, but the requirement of Computer Hardware Operating System is Windows 7 and above.
 - b) Bandwidth Power is 512 KBPS but the speed for CSI should be atleast 2 MBPS.
 - c) Training should be **provided to all and handwash should be provided.**
 - d) Provision of 100% Manpower

The CSI should not be launched to avoid problems to staff and members of Public.

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Item No. DC/13/2017 : Less amount of Medical claim sanctioned in case of Shri C.S. Kadam, Medically Retired Ex-SPM, L.B.S.N. College PO. Ref.: Mumbai City East Division Letter No. Union/26-2/P-IV/2015 (57) dated 28-1-2016. (Case of Maharashtra Circle - Gas Poison while on duty.)

Brief : We are in receipt of reply of one and the same type of **CGHS Rate**; under which MR Claim is sanctioned.

In fact, this is not the case of admissibility of claim under **CGHS rate** etc. But the case of **gas poison while on duty and therefore the medical bill must be paid in full** and can be adjusted through Medical Fund or Welfare Fund amount. In normal course of illness the rule adopted for CGHS rate etc. are applicable, but not in this case.

We therefore request for payment of full medical bill claimed by the official, because he was officially on medical leave and admitted in the hospital due to gas poisoning during duty hours. He was seriously ill, therefore, we hope that matter will be finalized on humanitarian ground rather than technicalities.

Item No. DC/14/2017 : Circle Level Online Recruitment of GDS Officials should be limited at Taluka or District/Division Level Jurisdiction.

Brief : Regulations of the Recruitment Procedure of Department of Posts, India, it is to observe that the GDS Employees are not allotted the grade of Civilian Regular Employees yet.

Secondly, all those GDS are **conversant with local atmosphere**. The different part of the Circles are having various nature and that further may affect to the GDS Employees recruited for from **his native place**. Automatically there is a 100% possibility of transfer from one area to another in the total Circle.

This future scenario would create unwanted/unexpected pressure on the Administration also. To avoid this, the recruitment of GDS must be held as per one Taluka, District or Unit level Jurisdiction to avoid future consequences and easy recruitment at local level on Online only. The Online process should only be **changed from Circle Level to Taluka, District/Unit level Jurisdiction itself**.

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Item No. DC/15/2017 : Extending facility for recruitment of MTS 25% Quota from Casual Labours who joined the Department upto 2010.

Brief : In this regard while recruitment in MTS Cadre 25% Quota was allotted to Casual Labours who were working in the Department upto 1-9-1993.

The said Order is issued in the year 2010, and accordingly the said Staff is recruited. But the Casual Labours who are working the Department from 1-9-1993 to December 2010 are not yet considered. Now the Casual Labours entered in the Department before 1-9-1993 are almost recruited.

Hence the said facility be extended to remaining casual labourers who are ready trained one would be available to the Department. The Casual Labours working between 1-9-1993 to Decmeber 2010 may be considered for the 25% Quota MTS Recruitment.

Item No. DC/16/2017 : Declaration of Results of PA/SA Recruitment Examinations 2015 and 2016 through SSC.

Brief : Examinations for recruitment of PA/SAs through Staff Selection Commission have been conducted in the year 2015 and 2016. However, the status of result of these two examinations is unknown till date.

Since there is acute shortage of PA/SA staff in almost all the Divisions, necessary action may be initiated at the earliest for declaration of the results.

Item No. DC/17/2017 : Direct Recruitment Examinations for Postmen/MTS for the year 2009 to 2014.

Brief : In many Circles, the examinations for direct recruitment of Postmen and MTS staff have been conducted and also the results are declared for the year 2015. But, due to many problems and loopholes in the examination procedure, the same have been caught in the Court Cases, and the passed out candidates have not resumed the duties. Also, in some Circles, the entire examinations are cancelled. This is creating shortage of Postmen and MTS staff to a great extent. Therefore, this is need of time to stop Outsourcing the process of recruitment of Postmen and MTS Staff to the private agencies and our Department itself should conduct these examinations. As the examination for direct recruitment of Postmen and MTS does not include any Computer Data Entry Test, it will be possible for our Department to conduct the examinations at own levels. Further, conducting the examination ourselves will also add some income through exam fees to our Department.

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Union demand - A confidential written exam of local language should be conducted and the passed candidates should be given Posting. Particularly in Maharashtra Circle those 2450 Postman, MTS passed candidates should be given posting after clearing the confidential written exam of local language. And the remaining passed waiting candidates should be given posting for the year 2015 or the remaining vacant post should be added to next years vacancy.

Item No. DC/18/2017 : Formation of New Policy for Transfers Under Rule 38.

Department of Posts had invited suggestions from all recognized Unions and Associations for formation of new policy for transfers under Rule 38. Accordingly, the suggestions have been given by all the concerned. So, it is requested to form and declare the new policy on the subject at the earliest.

The Mutual Transfer Under Rule 38 condition of Caste to Caste should be removed.

Item No. DC/19/2017 : Request for issue of clarification in case of 13 MTS Officials working on deputation to RMS B Division, Pune due to shortage of MTS in RMS Division. Ref.: The Chief Postmaster General, Maharashtra Circle DO No. STA/50-3/MTS/Transfer Dt. 2-12-2015.

Brief : Kindly find enclosed herewith the copy of above captioned **DO Letter No. STA/50-3/MTS/Transfer dated 2-12-2015** issued to **Shri V.P. Singh, DDG (P)** from the Chief PMG, Maharashtra Circle seeking classification for **Transfer Under Rule 38** of 13 MTS officials working on **deputation** to RMS 'B' Division, Pune due to shortage of MTS in RMS Division.

Please issue instructions to CPMG (MHC) to issue Transfer Orders under Rule 37 or 38 of 13 MTS Postal officials to RMS B Division because they are **already working on deputation to RMS 'B' Division.**

We therefore request that please arrange to issue clarificatory Orders/instructions to settle this staff problem once for all, please.

Item No. DC/20/2017 : Request for Change of Recruitment Rules of Postmen & MTS and holding a Special Examination for Promotion to Postman & MTS Cadre from MTS, GDS and Casual Labour Staff for filling up unfilled vacant post of 2009 to 2014, 2015 and 2016.

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

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

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

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

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

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

Item No. DC/21/2017 : Provision of Saturday Holiday for all Postal Operative Staff.

Brief : Almost all the Central Government Departments have declared Saturday as holiday to all of their staff members. In Department of Posts, Administrative Offices are already having holiday on every Saturday. Accordingly, all Postal Operative Staff should also be granted the benefit of Saturday Holiday. For this purpose, the hours of working on other weekdays may be increased. For delivery of mails, as the all Government Offices are closed on Saturday, and thus the articles received on Saturday have to be taken for delivery on Monday. Also, for Savings Bank Work, Department of Posts has implemented CBS with ATM Facility and also the ATM cards of DOP are operable in ATMS in all other banks. Thus there would not be much inconvenience to the members of public because of Saturday Holiday to the operative staff of all Post Offices.

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Ref. No. : NU/P-IV/DC JCM/1/2017
.....**Date :** 27-05-2017
.....**- 14 -****Item No. DC/22/2017 : Non-Settlement of Raised Tickets by CBS CPCs.**

Brief : While working in CBS, the operative staff faces certain difficulties and if they can't solve the problem themselves, they **generally raise ticket** to the concerned Circle Central Processing Centre for further solution. However, the CPCs instead of providing straight way solution, always issues the single line answer as 'Refer FAQ' (For example, CPC, Maharashtra Circle). Even after raising the same problem continuously, the CPC does not provide any solution and the concerned office have to face public grievances. In our Department, a major portion of staff is senior as well as promote officials who are not much complaint with each and every process. Moreover, most of the officials are not aware of FAQs as the FAQs are circulated through e-mails and not in hard copies and due to staff shortage, staff do not get much time to go through the FAQs on e-mails. So, necessary instructions should be given to all CPCs for straight solutions of the problems raised.

Item No. DC/23/2017 : Problems with working of ECMS Software.

Brief : A lot of problems are being faced by staff working in ECMS Software at PLI CPCs. The software was totally out of use for last two months at many places. Now, it has started working but only after evening the work can be done. In addition to this, out of total work done in this software, only 15-20% work is reflected as final and remaining work needs to be done again. This is causing much inconvenience in rendering smooth services to the public. So, it is requested to do the needful for smooth functioning of ECMS Software at the earliest.

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

Thanking you,

Yours Sincerely



(T.N. RAHATE)
General Secretary,
President FNPO
Member DC JCM

NUPE Postmen & MTS, Group C and FNPO Agitation Notice and Charter of Demand

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

Date : 14-02-2017
.....

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

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

Respected Sir,

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

Programme of Agitation

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

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

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

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

Thanking you,

Yours Sincerely

Encls.: Charter of Demands



(T.N. RAHATE)

General Secretary and President FNPO

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Charter of Demands

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

Union requested grant Stay for cancellation Memo of CPMG, Maharashtra noted above.
 - (ii) In Delhi Circle in **past 2/3 years** examination was cancelled and again on dt. 25-9-2016 examination were held but again the same irregularities are found and **FIR are lodged** for copying, **bogus candidates appearing on false name**; leakage of question paper before 2/3 hours of examination start time. We have written letter **No. NU/P-IV/Recruitment Exam/Postman, Mailguard/2016 date 10-10-2016** requesting not to cancel the examination but make vigilance/police enquiry but **innocent should not be suffered they should get the job.**
 - (iii) In MP Circle at almost **all Divisions** the candidates from Haryana were declared passed. We have already brought it to your notice. The said examination was held in 2016 for posts of 2009 to 2014 and for year 2015, 2016 examination conducted by company. We request for enquiry by **VO and police CBI** and those **innocent may not be suffered**; and examination may **not be cancelled.**
 - (iv) Guilty candidates will be discovered in investigation by **VO, Police and CBI Enquiry** and action can be taken **against company and faulty officer** those have done this **irregular conduct of examination.**

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B Request for taking proposal of 100% recruitment of Postmen, MTS cadre from existing MTS, GDS and Casual Staff and stop Outside Recruitment from Open Market.

- (i) Recruitment of 75% MTS in India Post should be made from GDS and 25% from open market direct recruitment.
- (ii) Recruitment of Postman Mailguard 100% should be made in India Post from MTS and GDS Staff.
- (iii) **We request that as per prior to 27-01-2011 change in recruitment rules of Postman MTS should be made.**
- (iv) Examination for recruitment of Postman MTS should not be conducted through company, but should be hold by **CO, RO or at Division level** and this decentralisation should be ordered.

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

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

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

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

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

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

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

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

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

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

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

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

We therefore demand -

- (i) That ADR Plan 2005 to 2008 Posts of Postman MTS should not be abolished and higher post may be abolished to meet the expenditure of those posts.
- (ii) In India Post 25000 posts of Postman are needed as additional justified posts.

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

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

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

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

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

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

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

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

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

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

Respected Sir, Casual Labour pay should be fixed according to post, and those employees who were working since on or after 1-1-2006 or are still working should be

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given new pay since 1-1-2006 alongwith the arrears. Therefore it is requested to please issue Orders that Casual Labours should be given new pay since 1-1-2006 alongwith the arrears within the suitable time frame.

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

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

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

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

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

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

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

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

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

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

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

(i) In Maharashtra Circle in **year 2015** one examination for recruitment in Postman/ MTS was conducted through one **private company for year 2009-2014**. The result was declared and vide **letter No. Rectt/2-DR-A-IV-Corr/2016 (Para I) dated 10-6-2016 given stay** on said letter by the Chief PMG, Maharashtra Circle.

(ii) Sir, in the same cases of **Delhi** there are incidences of dummy candidates found. Many other irregularities came into light and accordingly they are curbed. But mainly in Delhi case no action is taken **against the Company**, but spared it. Union brought into light of Administration. The **examination is cancelled but after a lapse of 3 years** the action for the recruitment is not done. No any action against the said company.

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

(iii) In MP also the exams were conducted in the year 2016 but same irregularities were found as in Delhi and Maharashtra.

(iv) Sir, according to my knowledge, there are same things happened in the **Haryana, Rajasthan** and other Circles. I have personally contacted in some cases there are **15 dummy candidates amongst 17 candidates seen in Camera**.

(v) In said Examination, **some dummy candidates appeared** it is learned. The **marklist/ Certificates are also bogus one**.

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

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

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

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

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

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

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

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

- (i) In spite of heavy work load of postmen, many posts of Postmen are being abolished by different IPOs, ASPOs or SPOs or SSPOs unreasonably. The matter was brought to the notice of Circle level but no action has been taken till date. As for example, a letter addressed to the PMG is enclosed herewith for favour of your kind perusal.
- (ii) Speed Post Incentives are not being paid year after year inspite of specific Order of Dte. The matter was brought to the notice of the concerned Divisional Heads but no fruitful result has been observed since 2007. As a result, the low paid employees are deceived and aggrieved. As for instance a copy of Minutes of Bi-monthly Meeting between PMG (Kol Region) and Representatives of this Union is enclosed for favour of your kind perusal. Detailed discussion may be made on the date of appointment. At the time of discussion, many instances may be produced.
- (iii) Vacant posts of Sorting Postmen in West Bengal Circle are not being filled up since long. It is said that the posts of Sorting Postmen have been abolished. But it has been

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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/Notice/Agitation/2016-17**Date :** 14-02-2017**- 9 -**

observed that the posts of Sorting Postmen are being filled up in all other Circles except West Bengal Circle. I request you to kindly look into the matter so that the posts of Sorting Postmen in West Bengal Circle may be filled up according to vacant posts.

- (iv) **Lack of infrastructure in delivery branch :** It is forced to secure 100% delivery though the delivery articles are given for delivery in late hours (at about 2.00 p.m.) and there is lack of infrastructure in delivery branch.
- (v) **To stop duty of Postmen in every Sunday and Holiday :** It is directed to perform duty for delivery of articles in Postmen Cadre in every Sunday and Holiday though it was not existed before. It is requested to immediately stop the Order regarding delivery of articles in every Sunday and Holiday.
- (vi) The Postmen are facing on difficulties at the time of delivery of COD. The addressee is opening the cover in front of Postman and the Postmen are harassed by not paying the requisite money when the addressees do not get their expected documents inside the envelope and even the Postmen are attacked in different ways. The matter was brought to the Circle level for arrangement of proper security of Postmen at the time of delivery of COD but no action has been taken on the matter till date.
- As the matter could not be solved till date, I am obliged to bring the matter to your kind notice. It is requested to take the necessary action in the matter from early solution of the problem.
- (vii) Medical Fund is too insufficient to meet the medical bills of all the staffs of the concerned Divisions. Even the sanctioned medical bills could not be paid due to want of fund. As a result, some of the staffs who have been paid Medical Bills and deprived. To maintain uniformity, it is requested to kindly increase medical funds as early as possible.
- (viii) Personal claims like Medical Bills, T.A. Bill, LTC Bill etc., are not being cleared timely. As a result, the staffs are aggrieved and this problem could not be solved years together. It is requested to kindly look into the matter so that the personal claims may be settled very soon.

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Date : 14-02-2017

- 10 -

- (ix) Arrangement of Ladies toilet and cloak room for lady employees is immediately needed. The lady employees are using the toilet of gents employees and even they have to stand on queue with the gents employees for using toilet which is most shameful.
- (x) The residential postal quarters are required to be repaired immediately. The quarters are too damaged to reside. Though the residents of quarter are not paid HRA and License fee is being deducted also but necessary repairing works of the quarters are not done at all. In spite of repeated urge, the Circle Authority is behind in the matter. So I am obliged to bring the matter to your kind notice so that the residents of quarter may get minimum facility to reside inside the quarter.
- (xi) Periodical meetings are not held at regular interval. As a result, the problems could not be discussed and solved year after year. As a result, the employees are aggrieved. It is probability to outburst their grievances at any time. To avoid such type of uneasy incidents. I request you to kindly give your necessary instructions to all the levels so that the periodical meetings are held regularly. Your kind intervention in the matter is solicited.

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

Yours Sincerely



(T.N. RAHATE)

General Secretary and
President FNPO

Directorate called the Meeting on 28th March, 2017



In meeting with Staff Side and Administration Side Officers.



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



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

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

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

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

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

- T.N. Rahate,
General Secretary

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

No. 08-04/2-17-SR
Government of India
Ministry of Communications
Department of Posts
(SR Division)

Dak Bhawan, New Delhi-110001.

Dated: 11th May, 2017.

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

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

(Swwarupa Saraan)
Assistant Director General SR & Legal

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

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

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

2. **Officers of DoP:-**

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

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

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

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

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

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

		<p>passed. We have already brought it to your notice. The said examination was held in 2016 for posts of 2009 to 2014 and for year 2015, 2016 examination conducted by company. We request for enquiry by VO and Police CBI and those innocent may not be suffered; and examination may not be cancelled.</p>	<p>examination process to make the process fool proof, it was also decided that Circles where examination have been conducted successfully like A.P. and Rajasthan Circles should also be called to discuss the methods adopted by them in conducting the examination successfully. Representatives from the Circles where examination have been cancelled on account of various malpractice would also be called for discussion. Recruitment within the existing provisions can be done at the earliest consulting the Circles which have successfully conducted the examination.</p> <p>Action by DE Section and Investigation Section</p>
	B(i) and (ii)	<p>(i) Recruitment of 75% MTS in India Post should be made from GDS and 25% from open market direct recruitment. (ii) Recruitment of Postman Mailguard 100% should be made in India Post from MTS and GDS Staff.</p>	<p>It was clarified to the Association that any amendment in Recruitment Rules is a long and time consuming process and may take several years. In view of the same, associations agreed to withdraw their demand for amendment in Recruitment Rules.</p>
	B(iii)	<p>Regarding change of Recruitment Rules as they existing prior to 27-01-2011</p>	<p>It was clarified to the Association that any amendment in Recruitment Rules is a long and time consuming process and may take several years. In view of the same, associations agreed to withdraw their demand for amendment in Recruitment Rules.</p>
	B(iv)	<p>Examination for recruitment of Postman/MTS should not be conducted through company, but should be held by CO, RO or at Division level and this decentralization should be ordered.</p>	<p>In Postman/Mail Guard and MTS recruitment for the element of quota of vacancies to be filled up from amongst MTS/GDS/Casual Labour either by way of promotion by selection or promotion by Examination, Circles/ Divisions do the selection/conduct the Exam successfully inhouse as the number of candidates is small.</p> <p>In case of Postman/Mail Guard & MTS recruitment, if MTS/GDS do not qualify in the exam vacancies, then go to open market quota and for recruitment through exam in r/o the 'open market quota' of elements of vacancies, the</p>

			<p>number of applicants is very high (lakhs) and Circles are not able to conduct the Exams by themselves and they do outsourcing.</p> <p>The Association was satisfied with the reply given by the concerned Division.</p>
	C	<p>Request for holding a Special Examination for Promotion to Postman & MTS Cadre from MTS, GDS and Casual Labour Staff for filling up unfilled vacant posts of 2009 to 2014, 2015 and 2016.</p> <p>We would like to bring it to your kind notice; that you know better that since year 2009 the posts of Postmen, MTS are not filled from direct Open Market Quota.</p> <p>Only in AP Circle Department has conducted the examination and recruitment is made. In Rajasthan Circle though examination is held but due to huge irregularities; the matter is under investigation.</p> <p>In other Circles the matter of holding examination was given to some company, but there also heavy irregularities occurred and resulted into cancellation of Delhi Circle process of examination and recruitment. In Maharashtra Circle, the Vigilance Enquiry is on and policy enquiry is also Ordered; and therefore that may also be cancelled.</p> <p>In all since year 2009 to 2011 and 2012 to 2016 the 100% recruitment of Postman and MTS is not made on all vacant posts.</p> <p>We request that a Special Examination for recruitment of Postman for the year 2009 to 2011 should be taken. 100% vacant post should be filled from the GDS and Casual Labour as per the 2010 and 27 January 2011 Recruitment Rule.</p> <p>Also since 2012 to 2014 and 2015 to 2016 all vacant post till date are not filled with Direct Recruitment Open Market so all vacant post be filled from MTS, GDS and Casual Labour Staff; and those who pass in that Special Examination may be recruited as Postman. This examination may be conducted.</p>	<p>The Association was satisfied with the reply given by the concerned Division.</p>

2.	<p>The post of Postman and MTS should not be abolished instead of that higher level post be abolished of same expenditure. You know that cities are being expanded by multi-stories buildings; even a small town changed in a city due to heavy increase in population whereas Postman strength is as per year 1975 and 1979 establishment. During 2000 to 2005 thousands of Posts of Postman MTS are already abolished. Now if again the posts are abolished it will cause to defame and demoralize the Department in the eyes of common man because of down service standard.</p> <p><u>We therefore demand -</u></p> <p>(i) That Annual Direct Recruitment Plan (ADRP) 2005 to 2008 Posts of Postman MTS should not be abolished and higher post may be abolished to meet the expenditure of those posts.</p> <p>(ii) In India 25000 posts of Postman are needed as additional justified posts.</p> <p>This item is pending in DC, JCM. Now Amazon Parcel Service, Nodal Speed Post, newly IPPB Bank; to success those schemes we are in need of manpower.</p>	Action to be taken by Establishment Division.
3.	<p>To install x-ray machine for checking the content of COD Parcels.</p> <p>We have already made correspondence and given in detail the difficulties arising at the delivery point when contents are not found with addressee.</p> <p>We therefore demand for supply of x-ray machine at par with Railway, Airport even at Dak Bhawan to enable Postman for delivery of fake articles to COD to stop defamation of Department and Staff.</p>	Action to be taken by CGM (BD).
4.	<p><u>Issue of orders from Directorate for fixation of Postman Pay as 3050 w.e.f. 1.1.1996 as per Supreme Court decision of 23rd April.</u></p> <p>The Supreme Court directed for grant of 3050/- scale from 1.1.1996 instead of 10.10.1997. Directorate called the</p>	<p>The judgment is under consideration in consultation with Department of Expenditure, MoF.</p> <p>The Union demanded immediate implementation of Supreme Court Judgment in the matter.</p>

	information. In fact, India Post establishment is of 52000 Postman but actually 25000 to 30000 Postman are working; it means 30000 Postman are working against 52000 Postman and Government is in benefit of crores of rupees and not paying the salaries of those 20000 to 22000 posts those are unfilled. We therefore demand that fixation of basic pay Rs. 3050/- w.e.f. 1.1.1996 should be ordered with arrear payment.	Action by Establishment Division:
5.	<p><u>Fixation of Pay of Full Time (other than Temporary Status) Part Time Casual Labour and Contingency paid staff w.e.f. 01.01.2006 and payment of arrears.</u></p> <p>We are very sorry to bring it to your kind notice that since last 2 years the orders issued from Directorate is not being implemented. We have written so many letters; even this was one of the demands in last Agitation Program of Postal JCA. But only assurance was given but till date payment is not affected.</p> <p>We demand that a time should be framed to each and every Divisional Head for fixation of pay w.e.f 1.1.2006 with arrear payment. Failure to this should be faced with strict action against him. We request for issue of strict orders.</p> <p>Casual labourers pay should be fixed according to post and those employees who were working since on or after 01.01.2006 or are still working should be given new pay since 01.01.2006 alongwith arrears. <u>It is request to please issue orders that casual labourers should be given new pay since 01.01.2006 alongwith the arrears within the suitable time frame.</u></p>	<p>The Association demanded that instructions issued in this regard may be re-iterated.</p> <p>Action by Establishment Division.</p>
6.	Deduction of GPF of TSCL Staff and those absorbed as MTS/Postman from TSCL Cadre enrolled under Old Pension Scheme.	Benefit of GPF and Old Pension Scheme is applicable to all those TSCL Staff who have been regularized on or after 01.01.2004. Directorate letters No. 01-07/2016-SPB-I dated 22.07.16 and 13.09.16 refer.

			<p>The Association demanded that instructions issued in this regard may be re-iterated.</p> <p>Action by Personnel Division</p>
7.		<p><u>As per 4.11.2013 order Para 5 and 6.2 the grant of MACP by ignoring TBOP/BCR</u> No any Division has implemented the order issued from Directorate; though number of clarifications have been issued from Directorate.</p> <p>We request that one day training of all Circle Head and Regional Head be arranged at Dak Bhawan and they should hold one day training class of all Divisional Heads at Circle. Region Office and they should be fully explained about implementation of above orders of fixation of MACP by ignoring TBOP/BCR. The 5th CPC scale has been upgraded by the 6th CPC Scale. Therefore their TBOP/BCR should be ignored and MACP should be given w.e.f. 1.9.2008 (next GP + 3% increment)</p> <p>In the Department of Posts, the 6th CPC scale has upgraded the 5th CPC scale of Postman Mailguard and MTS cadre only. For example in 5th CPC scale of MTS were getting Rs. 2550/- which has been upgraded to Rs. 2750 in 6th CPC. The Postman/Mailguard were getting Rs. 3050/- in 5th CPC scale but the 6th CPC Scale has upgraded the scale to Rs. 3200/-.</p> <p>This order is still not implemented. Fixation of pay scale of Postman/Mailguard and MTS has not been done. Please issue orders immediately.</p> <p>This should be given a time margin within that this should be implemented and failure will have to face the consequences.</p>	<p>The Association informed that except A.P. Circle no other Circle has implemented the order.</p> <p>It was decided that compliance should be called from all the Circles.</p> <p>Action by Establishment Division:</p>
8.	(i), (ii), (iii), (iv) and (v)	<p>To lodge FIR against the company who conducted Direct Outsider Quota (Postman/ MTS) Recruitment Examination for year 2009 to 2014 and also initiate CBI Inquiry.</p> <p>(i) In Maharashtra Circle in year 2015 one examination for recruitment in Postman/</p>	<p>The concerned Circles, wherever irregularities have been pointed out in conduct of the examinations, have been asked to lodge FIR against the culprits including against the outsourced agencies for lapses on their part as well as against</p>

	<p>MTS was conducted through one private company for year 2009-2014. The result was declared and vide letter No. Rectt/2-DR-A-IV-Corr/2016 (Para 1) dated 10-6-2016 given stay on said letter by the Chief PMG, Maharashtra Circle.</p> <p>(ii) Sir, in the same cases of Delhi there are incidences of dummy candidates found. Many other irregularities came into light and accordingly they are curbed. But mainly in Delhi case no action is taken against the Company, but spared it. Union brought into light of Administration. The examination is cancelled but after a lapse of 3 years the action for the recruitment is not done. No any action against the said company.</p> <p>The examination was conducted again on 25-9-2016 but again many irregularities were found. Some candidates got the answer sheet 2 hours before the exams. 8 Police FIR were filed.</p> <p>(iii) In MP also the exams were conducted in the year 2016 but same irregularities were found as in Delhi and Maharashtra.</p> <p>(iv) Sir, according to my knowledge, there are same things happened in the Haryana, Rajasthan and other Circles. I have personally contacted in some cases there are 15 dummy candidates amongst 17 candidates seen in Camera.</p> <p>(v) In said Examination, some dummy candidates appeared it is learned. The marklist/Certificates are also bogus one. There may be big scandal of money in this recruitment. There may be involvement of some of the officers at higher level.</p> <p>Sir, taking consideration of the above aspect my Union strongly suggest to initiate following action of higher level to curb the culprits of all the level and ranks.</p> <p>To lodge FIR against the said company at the earliest. And investigation to be done by the CBI regarding this company.</p> <p>Whatever expenditure is incurred by the Department for the said examination to be recovered from the company.</p>	<p>Departmental staff, after identifying their lapses.</p> <p>It was informed by the Circles that police investigation is going on. Necessary action against the culprits including outsource agencies and Departmental Officers will be taken after completion of investigation.</p> <p>Action by Investigation Section</p>
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		Whoever are involved in the case, whether directly or indirectly, the officer be initiated suitable action as they should not dare to do such things in future.	
9.	(i)	<p>Request to discuss long pending problems in West Bengal Circle, NUPE Postmen & MTS.</p> <p>The following problems of Postmen and MTS Group 'C' of West Bengal Circle which could not be settled from Divisional end to Circle level are mentioned below for your kind notice. As the cases could not be solved years together, I have no way but to bring your kind notice for early solution,</p> <p>Though the problems are taken with Regional PMG and CPMG in Bi-monthly and Four monthly meetings; but nothing has been done at this level.</p> <p>(i) In spite of heavy workload of postmen, many posts of Postmen are being abolished by different IPOs, ASPOs or SPOs or SSPOs unreasonably. The matter was brought to the notice of Circle level but no action has been taken till date. As for example, a letter addressed to the PMG is enclosed herewith for favour of your kind perusal.</p>	<p>W.B. Circle vide Letter No. PSR/NUPE-P&D/Misc/Corr dated 20.03.2017 has stated that no post has been abolished.</p> <p>It was informed that no post has been abolished but there has been redeployment. It was also informed that establishment keeps reviewing the position and there can be re-deployment wherever necessary.</p> <p>It was decided to ask for a list of post offices where re-deployment has been done from W.B. Circle.</p> <p>Action by Establishment Division in consultation with WB Circle.</p>
	(ii)	<p>Speed Post incentives are not being paid year-after-year in spite of specific Order of Dte. The matter was brought to the notice of the concerned Divisional Heads but no fruitful result has been observed since 2007. As a result, the low paid employees are deceived and aggrieved. As for instance a copy of Minutes of Bi-monthly Meeting between PMG (Kol Region) and Representatives of this Union is enclosed. Detailed discussion may be made on the date of appointment. At the time of discussion many instances may be produced.</p>	<p>A report to be called from CGM (BD) and West Bengal Circle in the matter.</p> <p>Action by CGM (BD) and W.B. Circle.</p>
	(iii)	<p>Vacant posts of Sorting Postmen in West Bengal Circle are not being filled up since long. It is said that the posts of Sorting Postmen have been abolished. But it has been</p>	<p>W.B. Circle vide Letter No. PSR/NUPE-P&D/Misc/Corr dated 20.03.2017 has stated that Divisional Superintendents are the Competent Authority to fill up the post</p>

		observed that the posts of Sorting Postmen are being filled up in all other Circles except West Bengal Circle. I request you to kindly look into the matter so that the posts of Sorting Postmen in West Bengal Circle may be filled up according to vacant posts.	of Sorting Postmen as per standardized norms and procedures. It was decided to call for a detailed report in the matter from Personnel Division in consultation with W.B. Circle. Action by Personnel Division
	(iv)	The Postmen are facing on difficulties at the time of delivery of COD. The addressee is opening the cover in front of Postman and the Postmen are harassed by not paying the requisite money when the addressees do not get their expected documents inside the envelope and even the Postmen are attacked in different ways. The matter was brought to the Circle level for arrangement of proper security of Postmen at the time of delivery of COD but no action has been taken on the matter till date. As the matter could not be solved till date, I am obliged to bring the matter to your kind notice. It is requested to take the necessary action in the matter from early solution of the problem.	W.B. Circle vide letter No. PSR/NUPE-P&D/Misc/Corr dated 20.03.2017 has stated that according to our Departmental Rules, Department is responsible for outer covers of the articles only and not for the contents. A guideline in this regard has been prevailing. However, further efforts have been taken. Action by CGM (BD).
	(v)	Medical Fund is too insufficient to meet the medical bills of all the staffs of the concerned Divisions. Even the sanctioned medical bills could not be paid due to want of fund. As a result some of the staffs who have been paid Medical Bills and deprived. To maintain uniformity. It is requested to kindly increase medical funds as early as possible.	Information to be provided by Establishment Division regarding allocation of funds to West Bengal Circle. Action by Establishment Division.
	(vi)	Personal claims like Medical Bills, T.A. Bill, LTC Bill etc., are not being cleared timely. As a result, the staffs are aggrieved and this problem could not be solved years together. It is requested to kindly look into the matter so that the personal claims may be settled very soon.	Information to be provided by Establishment Division regarding allocation of funds to W.B. Circle. Action by Establishment Division.

	(vii)	Arrangement of Ladies toilet and cloak room for lady employees is immediately needed. The lady employees are using the toilet of male employees and even they have to stand on queue with the gents employees for using toilet which is most shameful.	The Association informed that in 2008 Department had issued the Orders that ladies should not be posted in the offices where there are no ladies toilets. The Association was requested to provide a copy of the above order to enable us to take further action in the matter.
	(viii)	The residential postal quarters are required to be repaired immediately. The quarters are too damaged to reside. Though the residents of quarter are not paid HRA and License fee is being deducted also but necessary repairing works of the quarters are not done at all. In spite of repeated urge, the Circle Authority is behind in the matter. So I am obliged to bring the matter to your kind notice so that the residents of quarter may get minimum facility to reside inside the quarter.	It was informed by the Association that due to availability of limited funds, it is not possible to carry out repairing/maintenance work everywhere. Further, Association was requested to take up the matter at National Level.
	(ix)	Periodical meetings are not held at regular interval. As a result, the problems could not be discussed and solved year after year. As a result, the employees are aggrieved. It is probability to outburst their grievances at any time. To avoid such type of uneasy incidents. I request you to kindly give your necessary instructions to all the levels so that the periodical meetings are held regularly. Your kind intervention in the matter is solicited.	The Association informed that CPMG, W.B. Circle is not holding periodical meetings regularly to discuss the problems at Circle level. It was decided that a D.O. Letter be sent to CPMG, W.B. Circle requesting to hold the periodical meetings regularly with Union representatives.

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

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

Date : 20-06-2017

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To,

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

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

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

Respected Sir,

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

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

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

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

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

Demand Item No. B-IV

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

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.....

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Demand Item No. 2

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

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

Demand Item No. 3

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

Demand Item No. 4

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

Demand Item 5 and 6

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

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

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

Demand Item No. 8

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

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Date : 20-06-2017

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

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

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

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

Thanking you,

Yours Sincerely



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

CC for information and necessary action

1. Secretary General
FNPO

Agenda Items for Ensuing Periodical Meeting

U.N.I.

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Ref. No.: NU/P-IV/Agenda/Periodical Meeting/1/2018

Date : 14-03-2018

To,

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

Kind Attention : DDG (SR & Legal), Dak Bhawan

Subject : Agenda for **ensuing Periodical Meeting** with representatives of
FNPO/National Union of Postmen Group 'D' MTS, CHQ, Delhi-110054

Ref.: 02-02/2018-SR Dak Bhawan, New Delhi-110001

Dated 8th March, 2018

Respected Sir,

The Agenda for ensuing Periodical meeting with NU P-IV Circle representative is furnished below.

Shri N.N. Mujawar, AGS, NUPE P-IV, Camp at - Kolhapur HO-416003 in Maharashtra Circle will attend the periodical meeting alongwith the **undersigned**.

It is therefore requested for cause issue instructions to **Maharashtra Circle, RO (MR) and RO Goa, SSPOs Mumbai East Division, Dadar HO Bldg., Dadar-400014 and SSPOs, Kolhapur Division, Kolhapur HO Bldg., Kolhapur-416003** to relieve both of us **well in time to attend the meeting**.

Thanking you,

Yours Sincerely

CC for information and necessary action

1. Shri D. Theagarajan,
Secretary General, FNPO,
T-24, Atul Grove Road,
New Delhi-110001


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

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Ref. No.: NU/P-IV/Agenda/Periodical Meeting/1/2018

Date : 14-03-2018

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Agenda Items for Ensuing Periodical Meeting**Item No. NU/P-IV/P.M./1/2018 : Request for allotment of GDS to Postman Exam Surplus Qualified Willing Candidates to Neighbouring Region within the Circle.****Brief :** In continuation of our Letter of Even No. dated 5-1-2017, once again we would like to bring it to your kind notice that the Chief Postmaster General, Maharashtra circle also made a reference to your Office vide **Letter No. ADR/Rectt/2-8/Postman-M.G. Exam/2017-18 dated 30-1-2018**; copy of which is sent herewith for your kind perusal.The matter of allotment of **Surplus Qualified candidate** to other Region in the same Circle has been explained in detail in Second Para of Letter No. noted above; as according to Directorate Letter No. 44-62/93-SPB-I dated 1st December, 1993 **surplus qualified candidates** can be allotted in same Region.In this case the **Chief Postmaster General requested to your Office for permission** to allot those surplus qualified candidate to **Mumbai Region against the unfilled vacancies as a special dispensation.**

We therefore request that the willing candidate may be allotted to neighbouring Mumbai Region; as an special case to minimise the heavy burden of shortage of staff in Mumbai Region. Because Navi Mumbai Region has been separated from Mumbai Region therefore now there is not a single post of GDS in Mumbai Region.

Item No. NU/P-IV/P.M./2/2018 : Handing Over of recently vacated space in CTO Building at Kolhapur and all Circle in Division (wherever IPPB and POPSK is to be opened).**Brief :** We would like to bring it to your kind notice that this is the case of handing over the portion occupied by BSNL in Kolhapur HPO Building of Maharashtra Circle and other Circles in Region and Divisions.

The Chief Postmater General, Maharashtra has already written to the Chief General Manager, BSNL Juhu-Danda Complex, Santacruz (W), Mumbai-400054; vide DO No. Bldg./5-03 (Gen.)/Goa Region/11 dated 13-1-2014 and communicate to all BSNL

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Ref. No. : NU/P-IV/Agenda/Periodical Meeting/1/2018**Date : 14-03-2018****- 3 -**

Directorate to take back our own building/place given on rent to CTO/BSNL wherever IPPB and POPSK are to be started. Unfortunately, the matter is pending with the General Manager (L&B), Maharashtra Telecom Circle, Admin. Bldg., 5th Floor, A Wing, Juhu Road, Santacruz (W), Mumbai-400034 since last two years.

Sir, we are facing difficulties to run the services smoothly due to lack of accommodation for POPSK at Kolhapur HO.

Sir, Kolhapur HO is starting **IPP Bank and for that 600 sq.m. space** is required, also it is going to start Passport Office also which will also require 600 sq.m. space. Therefore after **giving 1200 sq.m. space**, Counter and Postman Delivery area will become congested and Employees of Post Office and IPPB and POPSK (Passport Office) **don't have any separate basic amenities**, therefore it is important to take CTO space.

It is therefore requested to take up the matter on priority basis with the Delhi Level. It is requested to take this up at Delhi Level and request to issue Orders to higher Authority of Telecom Controlling Authorities of **General Manager (L&B), Maharashtra Telecom Circle to vacate the space occupied of Kolhapur HO Building immediately**, please. And to communicate to all BSNL/CTO Directorate to vacate and take back our own building/place given on rent to CTO/BSNL or MTNL in all the Divisions wherever IPPB and POPSK are to be started.

Item No. NU/P-IV/P.M./3/2018 A, B, C : (A) Improper functioning of separate (Nodal) Parcel Delivery in India Posts vis-a-vis cause heavy expenditure and undue harassment to the delivery staff.

Brief : (A) The India Posts introduced separate (Nodal) Parcel Delivery in the Country. At the outset **Union is not in a position to oppose the said proposal**. But while implementing the scheme there are some weak points which should be considered and corrective measures are to be taken for efficient **service to the member of Public** on one hand and bearable working condition to the delivery staff.

Sir, the present system of (Nodal) Separate Parcel Delivery is based on wrong assumption. The Senior Officials who have attained the age of **50-55 years** and above

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are drafted duty for (Nodal) Parcel Delivery. The enormous number of heavy parcels and big in size are the problem with them, as well as risk of where there is **slum area, using some private vehicles** with manpower is another cause for the difficulties. There is many more to add but to summarise is that, it is not worth to the Department and **not for the staff**. To deliver these parcels from the four wheeler in the metro cities like Delhi, Kolkata, Hyderabad, Bangalore and Mumbai there are **problems of parking, heavy traffic is another problem**. Delivery within the small lane/street is also not easy to the staff of these cities.

Sir, in this connection there are some suggestions from Union side which would enable the staff for easy moving of the delivery area and further increase in the ratio of Nodal Separate Parcel Delivery. Those are as follows -

- (i) A separate Parcel (Nodal) centre should be kept for Parcel Delivery and from there all the parcels should be delivered to all Delivery Post Office. And in Delivery Post Office **one or two** separate Postman should be kept for separate parcel delivery such Orders should be issued; or -
- (ii) Select one area of delivery, prepare it as **one beat**, wherein the conversant staff will be engaged which will further cause the **increasing percentage of delivery**, being as **known beat**.
- (iii) Justify the **separate Postman Staff** for the Nodal Separate Parcel Delivery based on the number of Articles and the Beat Area.
- (iv) Recruit the Postman who are having two/four wheeler Driving License for Nodal Separate Parcel Delivery.
- (v) The time factor for walking distance whether by foot, cycle, bike or car etc. be followed strictly as per **present norms**.

By Foot	-	19 mts. per article
By Cycle	-	12 mts. per article
By Bike	-	9 mts. per article
By Car	-	6 mts. per article

For 1 km congested area

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- (vi) The willing officials would be Ordered for Nodal Separate Parcel Delivery.
- (vii) The Junormost officials in the Divisional Gradation List should be engaged for Nodal Separate Parcel Delivery. It would enable them to handle the various number and big size parcels due to the age factor.
- (viii) The next 2 to 3 junior officials should be kept trained for those **Nodal Separate Parcel Delivery** where there the case of absentee or for leave arrangement. It further caused no adverse affect on the said **Delivery System**.
- (ix) The Postman who is utilised for the Nodal Separate Parcel Delivery should be given **coolie Bills** where the **overweight/heavy parcels** are carried out due to non reaching of the vehicle for any reasons.
- (x) It is observed that while issuing Order for **Separate (Nodal) Parcel Delivery** to the Postman staff, **their duty hours are not observed**. They are again Ordered to delivery the parcels, in short they are **working near about 10 to 12 hours**. The Postal Assistant engaged for said delivery are also **working more than 8 hours**. All of them are starting their duties from opening of the parcel bags and over after the closing of delivery work of the day, **without observing any kind of duty hours to the concerned Postal Assistant and Postmen staff**.
- (xi) It is further observed that there is acute shortage of Staff in **PA and Postman Cadre** in the Department. The separate parcel Delivery is meant for **Amazon Parcels and COD parcels only**. But some **Foreign Parcels and other Parcels** are also issued to this **Nodal Separate Parcel Delivery Staff** which adversely affects the said delivery. It should immediately be stopped and only the **Amazon/COD Parcels** be issued for the said Delivery. All **Foreign and other Parcels** would be given to **local Delivery Offices** as usual.
- (xii) Important note of this is to be considered is that it is a **permanent delivery system of Amazon Separate (Nodal) Parcel**. In this respect some points are to be suggested.

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- (a) This is not a **system of Experimental one**.
- (b) There is a wide scope of **Earning Revenue** to the Department.
- (c) Some firm, clear instructions may support the said **separate (Nodal) Parcel Delivery** popular in the member of public as well as staff when the difficulties of both are taken into account.
- (d) The **duty hours of the staff to be fixed for (7 hrs. 30 min. + 30 min.) 8 hours** or alternative arrangement for heavy workload may be considered according to the situation as and when arise.

Sir, nowadays the **incharge of the offices are sending aged, ill or who are remaining absent even and then such staff for separate (Nodal) Parcel Delivery**. It is causing undue harassment to the loyal staff of the Post Office and thereby the artificial staff shortage is seen in the office. It is further seen inefficiency of the staff. To achieve the **maximum target of delivery** the staff engaged for the **separate (Nodal) Parcel Delivery** would be sufficiently trained, given proper facilities according to the expectation of (Nodal) Separate Parcel Delivery. It would enable to the staff also that his **department is also caring** for him. Hence, it is kindly requested to look into the matter personally and direct the concerned to do the needful.

A line of action is awaited from your kind end.

(B) Abolition of Nodal Delivery (Case of West Bengal Circle).

Brief : (B) The CWC held at Mysuru dated 16/17/18th July 2017 passed following resolution unanimously. The same is submitted herewith for favours of necessary action please.

This CWC discussed the issue in detailed and observed that the **Nodal Delivery System** is abolished in many cities, but it is still continuous like in **Kolkata and Karnataka Circle**. Nowadays the Amazon and other Parcels separate delivery is having vital role in the income of the Department. Hence, this CWC resolves that the **staff is used for Amazon and Parcel delivery**. The **Speed Post Articles be given to the regular Postman Staff** of the concerned Delivery Area. This will improve the percentage of **parcel delivery of the Department** and earn more revenue within the same staff.

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(C) Restrict Outsourced Postal Agents Scheme for delivery of all kinds of Articles in the Department of Posts. Ref.: Ministry of Communications, Department of Posts, BD and Marketing Directorate, New Delhi-110001 Letter No. 10-18/2013-BD & MD dated 5-2-2018.

Brief : (C) In connection of the above cited subject, it is to state that my **Federation is against** to utilise the services of **OPA in delivery** of all kinds of Articles in the Department of Posts which is having **manyfold reasons**.

Sir, there are some important points in this respect which either is **not discussed** or being brought to your kind Honour or **not briefed in detail**. Hence the continuance of the **OPA Scheme is the last option** seen by such officers. The gain or lost of the Department is not option before the Department, but the survival with **present Private Competition** on one hand and retain the belief of the customer on other hand has to be **given priority**. While **giving permission to the OPA this issue is neglected** by the concerned. Hence it is requested **to stop implementing the said OPA with immediate effect**.

Sir, following points are worth to consider **to stop delivery through the OPA**.

- (i) In the **Departmental/Council** it was assured that the **IPPB** would be the corporate one. No other part of the Department will be **outsourced** is the Decision/Agreement reached in the Departmental Council.
- (ii) The Departmental Staff is trying to maintain 100% delivery aim in this shortage of staff.
- (iii) The shortage of Postman/MTS Staff is nearby 50% in all the Circles that cause limitations to the staff. The recruitment of vacancy from **year 2009 to 2018 must be filled in at the earliest**.
- (iv) The Department of Posts observed how the **Outsourced Postal Examination** create havoc. The **image of Department** is lost in this case on one side and **incurred heavy expenditure due to private company**. Secondly, the **Court cases arises due to the said private Company**.
- (v) The customer is fed up from the **private courier services** and attracted to

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our Department due to prompt and timely service. If the private person enters in it they may not be given such service as the Departmental official in shape of the responsibility, reliability.

- (vi) The other services like **pick-up** and delivery from the other staff of the Department may be utilised whenever required at requisite points. But the private services should anyhow be avoided in the Department of Posts.
- (vii) Nowadays the nature of human being is changing. One wants to get more in short time of spell and less work. The couriers are the example of this and further cause **many frauds**. What action we can initiate against **OPA in any huge fraud**. Our Department would be ashamed of his doing at that time.
- (viii) The one of the incidence occurred that the **OPA service Articles** were **dropped** in letter box. Thus some of the **miscreants doing the business** and **some of the officers** are not giving factual information to the Department, **reason not known**.
- (ix) My Federation is **not against the engagement of the OPA in toto**. But their services may be utilised wherever there is limited scope for **fraud or damage** to Government/Department image by the **act** of such OPA.
- (x) Saving Bank has kept many agents for the work of State Government's Small Saving Scheme. These agents are **committing fraud in crores** and our employees are being put in jail. The Department is also recovering **lakhs of money** from the **employees**, and the **image of Department is also tarnished**. Therefore OPA system should not be implemented for **delivery of SPL RL Parcel and others (all accountable articles)**.

Sir, my Federation therefore request to consider all the facts narrated above and **stop the OPA system in the delivery of all kinds of articles in the Department of Posts**. A line of action is earnestly solicited from your kind end.

U.N.I.

F.N.P.O.

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**Urgent and Out of Agenda Items of
Ensuing Periodical Meeting**

Item No. NU/P-IV/P.M./4/2018 : Fixed Monetary Compensation to Postmen for Full Beat and Sharing Beat - Revision in Rate x 2.25 Postman is getting Rs. 94 and Rs. 50 and Holiday Duty Fixed Monetary Compensation to Supervisor and Postman & MTS Current Rate x 2.25 and Postman is getting Rs. 285/-. Ref.: 1. Ministry of Finance, Government of India, No. 11-1/2016-IC dated 6th July, 2017 (Gazette Notification). 2. Ministry of Communication & IT, Department of Posts, No. 10-7/2001-PE-II dated 14th August, 2015.

Brief : With kind reference to above cited letter at Serial 2 the Fixed Monetary Compensation (FMC) has been revised from Rs. 24/- to Rs. 47/- and Rs. 50/- to Rs. 94/-.

While issuing the Gazette Notification of Revision after 7th CPC by oversight revision Ordered on Old rate of Rs. 50/- and Rs. 24/- respectively instead of Rs. 94/- and Rs. 47/- those are in existence at present. Your office should have intimated the existing rate Rs. 94/- and Rs. 47/- instead of Old Rate Rs. 50/- and Rs. 24/- to 7th CPC.

DOP Administration has shown old rates to 7th CPC which is incorrect. **New existing rates of 2015 was not submitted** to the 7th CPC therefore the old rates of Rs. 24/- and Rs. 50/- was shown in the Notification.

It is therefore requested for issue of corrigendum to the Government and **Order should be issued accordingly, i.e. existing rate of Rs. 94/- and Rs. 47/- should be multiplied by 2.25.** And Holiday Duty Fixed Monetary Compensation 282 x 2.25 and MTS 87 x 2.25 should be multiplied by 2.25.

We therefore request for early issue of Orders.

Item No. NU/P-IV/P.M./5/2018 : Request to drop the irregular Memo of Charges issued under Rule 14 of CCS (CCA) Rules 1965 - (Case of Divisional Secretaries, Ratnagiri P-III and P-IV under Goa Region, Maharashtra Circle.)

U.N.I.

F.N.P.O.

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Brief : As per Directorate **Letter No. 13/01/2010-SR** dated **26th September, 2015**, the CPMG, Maharashtra and Goa Circle held the meeting with Secretary General and President FNPO and the Trade Union Facilities of Secretaries of National Union of Ratnagiri Division have **been restored and that case was finalised**. As per RAC Rule 1993 action has been taken. Therefore now after four years giving Rule 14 Chargesheet is wrong. So, it is requested to **please drop the Rule 14 Chargesheet** immediately. A copy of **Letter No. FNPO/DS/Rtg./Chargesheet/2017** dated **24-8-2017/5-9-2017 and 22-12-2017** addressed to CPMG is enclosed herewith.

Secondly, but after 4 years again the Rule 14 Chargesheet was issued on the plea that the **report of handwriting expert** was received and **there is difference in signatures**.

In fact, the matter referred to handwriting expert is totally violation of procedures laid down in Rules of Indian Evidence Act Rule 73 and CRPC Rule 311 (A).

Therefore, the Chargesheet itself is faulty and hence this **should be dropped to avoid further complications**.

We request that CPMG, Maharashtra Circle may please be instructed suitably to examine the matter and **drop the Chargesheet please**. The copy of two letters sent to CPMG, in this regard is sent herewith for your kind perusal, please.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and
President FNPO

**Reply Received from the Director
15 points charter of demands submitted by
Postal Joint Council of Action**

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

Dak Bhawan, New Delhi
Dated : 14th June, 2018

To,
Secretary General,
National Federation of Postal Employees,
1st Floor, North Avenue Post Office Building,
New Delhi-110001.

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

Subject : 15 points charter of demands submitted by Postal Joint Council of Action comprising National Federation of Postal Employees and Federation of National Postal Organisations.

Sir,

I am directed to refer to your letter No. PJCA/1/2018 dated 17.05.2018 jointly submitted by Postal Joint Council of Action comprising NFPE and FNPO regarding undue and arbitrary delay in considering the problems pertaining to Postal Employees.

2. The 15 points charter of demands has been examined by the concerned Divisions and replies to each item of demands showing the present status are enclosed herewith as Annexure-I.

Yours faithfully,

Encl: As Above


(R.S. Mawar)
Assistant Director General (SR & Legal)

Sl. No.	Demands	Reply
1.	Implementation of positive recommendation of GDS Committee Report	Recommendation of the GDS Committee report is under active consideration of the Government and recommendations will be implemented once the intra department approvals/formalities are completed.
2.	Grant of Civil Servant status to GDS Employees restoring the GDS Conduct and Service Rules 1964 and expunging the GDS Conduct & Engagement Rules, 2011.	Hon'ble Supreme Court has already delivered a judgment that in R.K. Rajamma (1997) case that Extra Departmental Agents (now Gramin Dak Sevaks) are the holders of civil post but outside the regular civil service.
3.	Recognition of Service Association as per the verification & Membership under RSA Rules 1993 conducted in 2015 and unlawful extension of Trade Union facilities to the unions affiliated to BPEF and supervisory association.	The matter relating to membership re-verification process 2015 for departmental employees is subjudice. As such, Bharatiya Postal Employees Association Group 'C', Rajasthan Circle filed Writ Petition no. 8707/15 on 13.08.2015 and All India Association of Postmaster Cadre filed Writ Petition No. 6895/15 on 03.07.2015 before the Hon'ble High Court of Rajasthan, Jodhpur requesting to stay the re-verification process, the competent authority has decided to wait till the final outcome of the litigations.
4.	Implement cadre restructuring for left out categories i.e. RMS, MMS, PACO, Postmaster Cadre Postal Civil Wing etc.	The cadre restructuring of left out cadres, i.e. RMS, MMS, PACO and PASBCO is currently under examination in consultation with the Department of Expenditure. The Department of Expenditure has raised some queries on the above proposal. However, the comments on the said queries are being prepared by this office for furnishing the same to Department of Expenditure. The process of cadre restructuring of Postmaster Cadre has been initiated and necessary information is being collected from the Circles.
5.	Withdraw New Pension Scheme and restore old Pension system for all.	<p>The demand for withdrawal of NPS (Contributory Pension Scheme) is outside the purview of this Department. As regards guarantee of 50% last pay drawn as minimum pension, it is mentioned that govt. has already enhanced minimum pension to Rs. 9000/- w.e.f. 01.01.2016. The pension of retiring employees is fixed at 50% of emoluments or average emoluments, whichever is more beneficial under Rule 49(2) of CCS (Pension) Rules.</p> <p>Government has also decided to revise pension of pre-2016 pensioners to 50% of notional pay in pay matrix of 7th CPC by fixing pay on notional basis during each intervening Pay Commission.</p>

6.	Immediate solutions for CSI and RICT related issues.	<p><u>Infrastructure:-</u> Hardware is being provided as and when funds are made available. CSI will be rolled out only after the complaint hardware is there, either new, existing or upgraded.</p> <p><u>Bandwidth:-</u> Bandwidth is being upgraded wherever required. The powers of bandwidth upgradation/down-gradation are decentralized to the Circles in almost all the cases.</p> <p>The Digital Advancement of Rural Post Offices for a New India (DARPAN) project aims to cover 1.29 lakhs BOs by providing Handheld RICT devices which will enable the Branch Postmasters to carry out online transactions. As on date 54308 devices have been rolled out.</p> <p>Equipment connected with the DARPAN such as Handheld device and solar panel are supplied to all Branch Post Offices which have been rolled out.</p> <p>In addition to the above, Infrastructure items e.g. table, chair, iron safe, Almirah etc. are also supplied as per target fixed every year under the scheme “Rural Business & Access to Postal Network.”</p> <p>As regards to connectivity issue decision has been made to on board Network Aggregator for providing better network connectivity of various service provider to the Branch Post Offices.</p> <p>M/s TCS imparts the User Champion training to concerned staff in the Circle. Then trained staff gives the End User training to all the staff of the Division before Roll Out. All Pre-rollout activities (such as DCT Freezing) are completed 14 days before the CSI Roll Out by the Circle. Mentor Circles are allotted to all Circles so that staff of Circle which is going to Roll out can visit the mentor Circle to understand the CSI working environment.</p> <p>CSI project ownership is for the entire Department. The project belongs to the Circles/Divisions as much as it does to the Directorate. Each employee is a stakeholder. We are implementing CSI in collaboration and consultation of field units. Enthusiastic participation of each employee is solicited and expected.</p> <p>Bandwidth for both type of network i.e. NSP-2 and NSP-2 are provided depending on status of the office.</p>
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7.	Filling up vacant posts in all cadres.	<p>In respect of PA/SAs DR vacancies, it is submitted that:</p> <ol style="list-style-type: none"> i) Vacant posts of PAs/SAs for the year 2015-16, 2016-17 and 2017-18 have been given to the Staff Selection Commission, New Delhi for recruitment. Result of CHSL Exam, 2015 conducted by SSC has been declared. Recruitment of PAs/SAs under CHSL 2015 has been completed. As per the website of SSC, the final result of CHSL examination 2016 will be declared on 16.02.2018. ii) Vacant posts of PA/SA DR 2013-14 exams of 6 Circles (UP, Bihar, Delhi, MP, Jharkhand and HP) had been given to the SSC for recruitment. These vacancies are also included under CHSL Exam, 2015 conducted by the SSC. iii) Maharashtra Circle is completing the recruitment of PA/SA DR Exam, 2013-14 as the result of the same has already been declared by Maharashtra Circle. (iv) As per the order dated 13.07.2017 of Hon'ble Supreme Court of India, the Department is reinstating the candidates who had been terminated in five Circles namely Chattisgarh, Uttarakhand, Rajasthan, Gujarat and Haryana Circle. As per report furnished by the Circles, total 643 reinstatement orders have been issued to the candidates as on 02.02.2018. <p>For the Postman/Mail Guard and MTS Cadre exams, instructions have been issued to all the Circles to fill up the vacancies by giving top priority.</p> <p>Calendar of departmental examinations scheduled to be held in the year 2017-18 has already been issued to all the Circles by giving tentative schedule for filling up the vacancies of decentralized examination i.e. PO & RMS Accountant Examination, LDCs to Junior Accountants in PAOs (Exam has been conducted by respective Circles), LGOs examination for promotion to Assistants of other wings i.e. MMS, Foreign Post, RLO, Stores Depot and CO/RO and other exams.</p> <p>Calendar of departmental Examination scheduled to be held in the year 2018-19 will be issued soon.</p> <p>As regards recruitment of DR Postal Assistants is concerned, 5205 candidates have been allocated to various Circles under CHSL 2015 exam. Result of CHSL 2016</p>
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		<p>has been announced and allocation of 3295 is under way. Further, 2359 vacancies have been reported to Staff Selection Commission for filling up through CHSL 2017 exam.</p> <p>LGO Exam for CO/RO is scheduled for 17.06.2018. Circles have been requested to fill all the vacancies. Calendar of examination has already been issued on 13.04.2018. Vacancies in all the cadres are expected to be filled up in a scheduled manner.</p>
8.	Restore OTA, OSA & Special Allowance of PO & RMS Accountants.	So far as the OSA is concerned, the matter was referred to Integrated Finance Wing at the Directorate for concurrence of the proposal to take up the matter with Finance Ministry. The case is under process.
9.	Removal of ambiguity in the fixation of pay of re-employed ex-servicemen and grant of the benefit extended to commissioned officers to personnel below officer rank also.	To be taken up with Department of Personnel & Training.
10.	Implement five days week for operative staff.	Reply is awaited from concerned Division.
11.	Stop Privatization, Contractorization and outsourcing.	<p>BD & MD: Business Development & Marketing 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 man power due to increased workload, but they have good impact on the revenue generation. Therefore, in order to continue the business growth, without adversely impacting the existing staff arrangements, BD and 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.</p>

12.	Payment of wages to casual labours based on 7th CPC.	<p>Order has already been issued payment of wages to casual Labourers with temporary status following the recommendations of 7th CPC issued vide DoP&T OM No. 49011/2/2017-Estt. (C) dated 19.02.2018 and further re-circulated in Department of Posts vide letter no. 7-2/2016-PCC dated 05.03.2018.</p> <p>In so far as, remuneration payable to full time casual labourers (other than temporary status)/part time casual labours/workers engaged on contingency basis is concerned, the order has already been issued vide letter no. 7-10/2016-PCC dated 31.03.2017.</p>
13.	Implement Apex Court orders like RTP, MACP for LDCE officials, MACP from 01.01.2006.	The MACP Scheme is formulated by the DoPT. The Department is not aware about any such judgment. Moreover, no directions/instructions has been received from DoP&T in this regard.
14.	No change in Recruitment Rules of PACO/PASBCO, Inspector Post and Postal Accounts (AAOs) and grant of Auditor status to SBCO staff in the backdrop of CBS.	<p>RR of AAOs: The comments/views have been examined and disposed off vide O.M. No. 301(20)/2017/PA Admn.III dated 15.01.2018.</p> <p>Cadre structuring in PAOs: The matter will be examined on receipt of proposal from the Association in this regard.</p> <p>The Cadre Restructuring Proposal of Group 'C' Employees of RMS, SBCO and CO/RO is currently under examination in consultation with Department of Expenditure, Ministry of Finance. The Cadre restructuring of MMS Staff is under active consideration of the department, the restructuring process is being examined in consultation with Personnel Division.</p> <p>All the HoCs have been required to furnish their comments on the proposal submitted by the All India Association of Inspectors and Assistant Supdt. Posts. Further, the approval of the Secretary (Posts) has also been obtained for constitution of a High Powered Committee to examine the issue of Cadre Restructuring of Inspector Posts and ASP Cadre.</p> <p>Grant of Auditor status to SBCO staff in the backdrop of CBS: Information received from Circles is enclosed herewith.</p>
15.	Stop harassment of staff under contributory negligence factor, in the name of achieving unscientific targets and trade Union victimization.	There is no case of harassment and victimization in the name of new scheme and technology induction.

**Letter to the Prime Minister for sanction of
Additional Justified Minimum 25,000 Posts of Postman**

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/Addl. Justification/2017
.....

Date : 15-03-2018
.....

To,

1. Shri Narendraji Modi,
Hon'ble Prime Minister of India,
Rashtrapati Bhawan Complex,
New Delhi-110011
2. The Secretary (P), Department of Posts,
Dak Bhawan, Sansad Marg,
New Delhi-110001

**Subject : Request for sanction of Additional Justified
Minimum 25,000 Posts of Postman in India Post**

Respected Hon'ble Sir,

Kindly refer our letter of **Even No. dated 08-03-2017**; through which we have brought to your kind notice the need of sanction of **Additional Justified minimum 25,000 Posts** of Postman in India Post.

We once again urge upon that in addition to duties of Postman -

- (1) Separate Parcel (Amazon) Delivery has started.
- (2) IPPB have started and the Postman are having a key role in it.

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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Ref. No.: NU/P-IV/Addl. Justification/2017
.....

Date : 15-03-2018
.....

- (3) During last 8 years 2/3 Posts of Postman are abolished.
- (4) In Metro cities and other City area are heavily **expanded due to largescale** construction of multistories buildings and malls.
- (5) Since 1977-79 more than 25 times population has increased and we are giving services to public with acute shortage of Postman Staff.

We therefore request that our demand for sanction of **Additional Justified 25,000 post of Postman** is an need of hour and it should be approved from the DOPT, Finance Ministry and other concerned Ministries please.

We once again request that **please spare your valuable time of 10 to 15 minutes to discuss** the issue in person.

Sir, we are having faith in you and hope that your kind Honour will help us.

Thanking you Sir,

Yours Sincerely



(T.N. RAHATE)

General Secretary and
President FNPO

**Letter received from PMO regarding sanction of
Additional Justified Minimum 25,000 Posts of Postman**



सत्यमेव जयते

**प्रधान मंत्री कार्यालय
Prime Minister's Office**

नई दिल्ली-110011
New Delhi-110011

Sub : Petition of SHRI T N RAHATE
DALVI SADAN KHURSHID SQUARE
CIVIL LINE P AND T COLONY
NEW DELHI
DELHI-110054

A letter/gist of oral representation dated 15/03/2018 received in this office from SHRI T N RAHATE is forwarded herewith for action as appropriate. Reply may be sent to the Petitioner and a copy of the same may be uploaded on the portal.

[ALOK SUMAN]
SECTION OFFICER

SECRETARY, DEPARTMENT OF POSTS

PMO ID No.: PMOPG/D/2018/0129745 Dated: 06/04/2018

Copy for information to :
SHRI T N RAHATE
DALVI SADAN KHURSHID SQUARE
CIVIL LINE P AND T COLONY
NEW DELHI
DELHI-110054

Note:- Status of the grievance can be tracked through internet at <https://pgportal.gov.in/ViewStatus.aspx> by entering registration no. PMOPG/D/2018/0129746

**Letter received from Directorate regarding Sanction of Additional
Justified Minimum 25,000 posts of Postman in India Post.**

No. 25-05/2017-PE-I
Government of India
Ministry of Communications
Department of Posts
(PE-I Section)

Dak Bhawan, Sansad Marg,
New Delhi - 110001
Dated: 18th April, 2018

To,

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

**Subject : Request for sanction Additional Justified Minimum 25,000 posts of Postman in
India Post.**

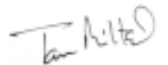
Sir,

Kindly refer to your Ref. No. NU/P-IV/Addl. Justification/2017 dated 15.03.2018 on the subject mentioned above.

2. In this regard, this is to state that periodical Establishment Reviews are carried out to access the workload of Postman Staff and the surplus staff is redeployed among the various delivery offices depending upon the results of Establishment Reviews.

3. Further, this is informed that the Department is in the process of revising all the Establishment Norms to into account the induction of technology in Postal/RMS Operations namely CSI, FSI, RICT, IPPB etc. Once the Norms are revised, the Postal Circles would be requested to conduct a comprehensive Establishment Review of all Delivery Post Offices and furnish the proposal for creation of additional justified posts of Postmen etc. and, if needed, the matter would be taken up with the D/o Expenditure.

Yours faithfully,



(Tarun Mittal)

Asst. Director General (PE-I)

Tele: 011-2304 4768

Implementation of GDS Related Orders and Kamlesh Chandra Report

GDS Bonus Struggle end with the Victory

**GDS Bonus struggle end with the Victory,
Now everyone claims, Victory is ours.
FNPO and NU GDS steps on this issue
required to be recorded here**

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

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

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

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

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

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

GDS Committee Report Hope for Good

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

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

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

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

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

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

Minimum wage fixed at :

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

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

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

Many allowances are recommended

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

Allowances to be withdrawn

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

In case of Leave -

1. Paid Leave should be renamed as Ordinary Leave and enhanced from 20 to **30 days in a year.**
2. Introduce Encashment of Leave.
3. Introduce '**Emergency Leave**' for **5 days in a calendar year**, but no carry forward.
4. Women GDS - **26 weeks of Maternity Leave** and paid from salary head.
5. **Paternity Leave for 7 days.**
 - Severance Amount @ Rs. 4000/- from 1-1-2016 for every completed year of service subject to maximum of **Rs. 1,50,000/-.**
 - Service Discharge Benefit Scheme (SDBS).
 - GDS Contribution should be revised as **minimum 3% and maximum of 10%** of the basic wage per month.
 - Department Contribution should be fixed as **3% of basic wage.**
 - Bring the GDS under purview of Gratuity Act with an upper limit of **Rs. 5,00,000/-.**
 - **Group Insurance Scheme** : Enhance the rate of monthly subscription by Rs. 500/- per month with Insurance coverage of **Rs. 5,00,000/-.**

Welfare Schemes

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

Ex-Gratia Bonus

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

Career Progression

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

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

Designation of GDSs should be changed after each financial upgradation.

Legal Status of GDS

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

Committee Recommendations on wage structure and fixation of wages.

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

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

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

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

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

Chairman - GDS Committee

कमलेश चन्द्र

अध्यक्ष

Kamlesh Chandra

Chairman



सत्यमेव जयते

ग्रामीण डाक सेवक समिति

डाक विभाग

संचार एवं सूचना प्रौद्योगिकी मंत्रालय

भारत सरकार

Gramin Dak Sevak Committee

Department of Posts

Ministry of Communications & IT

Government of India

D.O No. 6/GDS-KCC/2015

dated the 3rd February, 2016

Dear Shri Rahate,

The Department of Posts has constituted a one man Committee to look into the existing conditions of service and wage structure etc. of the Gramin Dak Sevaks (GDS), vide its resolution no. 17-13/2013-GDS dated 19/11/2015.

2. The terms of reference of the Committee, inter alia, includes the following:-
- To examine the system of Branch Post Offices, engagement conditions and the existing structure of wage and emoluments paid to the Gramin Dak Sevaks and recommend necessary changes;
 - To review the existing Service Discharge Benefit Scheme/other social security benefits for the Gramin Dak Sevaks and suggest necessary changes;
 - To review the existing facilities/welfare measures provided to the Gramin Dak Sevaks and suggest necessary changes;
 - To examine and suggest any changes in the method of engagement, minimum qualification for engagement as Gramin Dak Sevaks and their conduct and disciplinary rules, particularly keeping in view the proposed induction of technology in the Rural Post Offices.

3. I am sure that being sensitized about the issues related to the staff, especially the Gramin Dak Sevaks, your Union will be able to give useful suggestions to the Committee in formulating concrete recommendations on above mandates which are mutually beneficial for the Gramin Dak Sevaks as well as for the Government.

4. It is pertinent to note here that this Committee has been constituted at a time when large scale transformation is on the anvil in the rural post offices, with Rural Information and Communication Technology (RICT) and Post Bank of India (PBI) to be rolled out shortly. I request you to send the memorandum on behalf of your Union on each item of the terms of reference of the Committee by post within a month to Shri T.Q. Mohammad, Secretary, GDS Committee, 1st Floor, Malcha Marg Post Office Building, Chanakyapuri, New Delhi-110021 or through email to gds.com.feedback@gmail.com.

To

Sh. T.N. Rahate,

General Secretary,

National Union of Postal Employees, Postmen & Gr. D/MTS,

CHQ: Dalvisadan, Khurshid Square, P&T Colony,

Civil Lines, Delhi-54.

(KAMLESH CHANDRA)

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

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



The following points were discussed -

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

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

The following Items were discussed -

1. Not abolition of Postman and MTS Vacant Post of Years 2005 to 2008.
2. Postman, MTS Recruitment earlier examination: in which Vigilance Inquiry found irregularities (for example Maharashtra Circle).
3. Change in the Recruitment Rules of Postman and MTS and all the Postman and MTS Vacant Posts were filled up from MTS, GDS and Casual Labourers.
4. Application of Provision of Para-5 of Annexure of OM on MACPs in case of officials covered by TBOP/BCR/ACP Schemes vis-a-vis Para 6.2 of Annexure to OM on MACPs dated 18-9-2009.

Director Order No. 1-20/2008-PCC dated 4 November 2013 and Clarification Order No. 1-9/2014-PCC dated 1-5-2015 but not implemented till date.

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

Outcome of the Meeting

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

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

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

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

Implementation of Kamlesh Chandra Committee Report on GDS

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

Dear Colleagues,

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

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

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

U.N.I.

F.N.P.O.

I.N.T.U.C

National Union of Postal Employees Postmen, MTS Group-C

(Recognised by Government of India)

Central Head Quarters, Delhi-110 054

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

Ref. No.: FNPO/Remuneration/Substitute/GDS/2017

Date : 18-03-2017

To,

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

**Subject : Remuneration to be paid to Gramin Dak Sevaks
engaged as Substitute in Short-term vacancies of
Postman, Mailguard and MTS Group C**

Respected Sir,

Consequent upon the implementation of the Seventh Central Pay Commission recommendation the matter regarding the rate of remuneration payable to **GDS engaged as Substitute in short term vacancies** of Postman, Mailguard and MTS Group C should have been reviewed.

But unfortunately, till this date no Orders are issued.

It is therefore requested for issue of Orders at par with the Orders **No. 1-20/2008-PCC dated 27-3-2009** issued from your Office after implementation of Sixth Pay Commission recommendation. **The copy is sent herewith for your kind perusal.**

Thanking you,

Yours Sincerely



(T.N. RAHATE)

President FNPO and
General Secretary

CC for information and necessary action

1. Secretary General, FNPO
2. All Circle Secretaries

**To increase the GDS w.e.f. 1-1-2016
working on vacant posts of Postman & MTS as per 7th CPC**

7-9/2016-PCC
Government of India
Ministry of Communications & IT
Department of Posts

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated 26-04-2017

OFFICE MEMORANDUM

Subject : Remuneration to be paid to the Gramin Dak Sevaks engaged as substitutes in short term vacancies of Postmen/Mail Guards and MTS.

Consequent upon the implementation of the Seventh Pay Commission's recommendations, the matter regarding the rates of remuneration payable to Gramin Dak Sevaks engaged as substitutes in short term departmental vacancies of Postmen/Mail Guards and MTS has been reviewed.

2. It has now been decided that the remuneration of the Gramin Dak Sevaks engaged as substitutes in short term departmental vacancies of Postmen, Mail Guards and MTS may be calculated on the basis of the minimum pay of the respective levels of the pay matrix in which the substitute is engaged as defined in the CCS (Revised Pay) Rules 2016 and as mentioned in Table below:

S/No.	Post	Pre-revised in Pay Band and Grade Pay (6th CPC)	Pay under Pay Matrix (7th CPC)
		Table-A	Table-B
1.	Postman/ Mail Guard	Rs. 5200-20200 GP Rs. 2000 (Min. 7200)	(Level 3 (Min. Rs. 21700 Max. Rs. 69100)
2.	Group-D (Now MTS)	Rs. 5200-20200 GP Rs. 1800 (Min. 7000)	Level 2 (Min. Rs. 18000 Max. Rs. 56900)

3. In future, GDS who are willing to work as substitute will be paid at the minimum pay of the respective Levels of the Pay Matrix barring other allowances like HRA, Transport Allowance etc. with effect from 01.01.2016.

5. This issues with the concurrence of Ministry of Finance, Department of Expenditure, Implementation Cell, DoE, ID Note No. 30-1/17 (ii) /2016-IC (Pt) dated 20.04.2017.


(R.L. Patel)

Assistant Director General (GDS/PCC)

Revised Syllabus for GDS to Postman/MailGuard Examination :
GDS to Postman/MailGuard Examination : Revised Syllabus
as per Directorate Order No. 45-14/2012-SPB-I Dated 17.01.2014

(i) Revised Syllabus for Postman/Mail Guard Limited Departmental Competitive Examination:

Part	Syllabus
A-General Knowledge (25 marks with 25 questions of 1 mark each)	Topics: Indian Geography, Indian Culture & Freedom Struggle, Civics, Indian Economy, General Science, Current Affairs and Reasoning & Analytical ability of 10th Standard, Setting of questions from each Section will be as follows: <div style="text-align: right;">Page 1 of 5</div>

	<table border="1"> <tbody> <tr> <td>Indian Geography</td> <td>4 questions</td> </tr> <tr> <td>Indian Culture & Freedom Struggle</td> <td>4 questions</td> </tr> <tr> <td>Civics</td> <td>4 questions</td> </tr> <tr> <td>Indian Economy</td> <td>3 questions</td> </tr> <tr> <td>General Science</td> <td>3 questions</td> </tr> <tr> <td>Current Affairs</td> <td>3 questions</td> </tr> <tr> <td>Reasoning & Analytical ability</td> <td>4 questions</td> </tr> </tbody> </table>	Indian Geography	4 questions	Indian Culture & Freedom Struggle	4 questions	Civics	4 questions	Indian Economy	3 questions	General Science	3 questions	Current Affairs	3 questions	Reasoning & Analytical ability	4 questions
Indian Geography	4 questions														
Indian Culture & Freedom Struggle	4 questions														
Civics	4 questions														
Indian Economy	3 questions														
General Science	3 questions														
Current Affairs	3 questions														
Reasoning & Analytical ability	4 questions														
B-Mathematics (25 marks with 25 questions of 1 mark each)	Topics : Percentages, Ratio & Proportion, Profit & Loss, Simple Interest, Average, Discount, Partnership, Time & Work and Time & Distance. (Examiner may set 2 to 3 questions from each topic).														
C (i) - English (25 marks with 25 questions of 1 mark each)	Topics: Articles, Prepositions, conjunctions, tenses, verbs, synonyms & atonymns, vocabulary and questions from a small unseen passage. (Examiner may set five questions from one unseen passage and 2 to 3 questions from remaining topics)														
C (II) - Regional Language (25 marks with 25 questions of 1 mark each)	Topics (For Hindi): Mishr & Sanyukt Vakya, Vakyo ka Rupantaran, Alankar, Muhavare & Lokoktiyan, Ashudh Vakya Shodhan and questions from Apathit Gadyansh. (Examiner may set five questions from one Apathit Gadyansh and 2 to 3 questions from remaining topics). These topics shall be replicated in Regional Languages.														

7-9/2016-PCC
Government of India
Ministry of Communications & IT
Department of Posts

Dak Bhawan, Sansad Marg,
New Delhi-110001
Date: 12-07-2017

To

All Heads of Circles.

Sub :- Remuneration to be paid to the Gramin Dak Sevaks engaged as substitutes in short term vacancies of Postmen/Mail Guards and MTS.

Attention is invited to this Directorate OM of even number dated 26.04.2017 vide which rate of remuneration of the Gramin Dak Sevaks engaged as substitutes in short term department vacancies of Postmen, Mail Guards and MTS was issued. In this context, references are being received from Service Unions that the words **“In future”** and **“with effect from 01.01.2016”** in the Para 3 of the said OM dated 26.04.2017 give different impression over date of implementation of the instructions and has requested to issue clarification.

2. The matter has, further, been examined in this Directorate in the light of the approval of Department of Expenditure, Ministry of Finance and it is clarified that the orders contained in th ibid OM dated 26.04.2017 (copy attached) are to be implemented w.e.f. 01.01.2016.


(R.L. Patel)

Assistant Director General (GDS/PCC)

Copy to :-

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

Introduction of Maternity Leave for the Female Gramin Dak Sevaks (Female GDSs) in the Department of Posts

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

Dak Bhawan, Sansad Marg,
New Delhi-110001

Dated: the 27th June, 2018

Office Memorandum

Subject : Introduction of Maternity Leave for the female Gramin Dak Sevaks (Female GDSs) in the Department of Posts.

The undersigned is directed to convey the approval of the Competent Authority for introduction of the Maternity Leave for the female Gramin Dak Sevaks (Female GDSs) in Department of Posts.

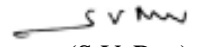
2. This OM will supersede all earlier Orders in respect of Maternity Leave for female Gramin Dak Sevaks (Female GDSs).

3. Introduction of Maternity Leave for female GDSs.

- i. Female Gramin Dak Sevaks (Female GDSs) with less than two surviving Children may be granted Maternity Leave by an authority competent to grant leave for a period of **180 days** from the date of its commencement.
- ii. During such period, she shall be paid TRCA drawn plus Dearness Allowance immediately before proceeding on leave.
- iii. Maternity leave not exceeding 45 days may also be granted to female Gramin Dak Sevaks (irrespective of the number of surviving children) during the entire service of that female GDSs in case of miscarriage including abortion on production of medical certificate issued by a Government Medical Practitioner.
- iv. Maternity leave may be combined with paid leave. Maternity leave shall not be debited against the paid leave account.

4. This OM will take effect from **01.07.2018**.

5. This issues in consultation with Department of Personnel and Training vide their ID No. 14029/1/2017-Estt (L) dated 01-01-2018.


(S.V. Rao)
Director (Estt.)

Implementation of recommendations of One-man Committee on Social Security Benefits for Gramin Dak Sevaks (GDS)

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

Dak Bhawan, Sansad Marg,
New Delhi-110001

Dated: the 27th June, 2018

Office Memorandum

Subject : Implementation of recommendations of one-man Committee on Social Security Benefits for Gramin Dak Sevaks (GDS).

The undersigned is directed to convey the approval of the Competent Authority on recommendations of one-man Committee on Social Security Benefits for Gramin Dak Sevaks (GDSs).

2. The nomenclature of Ex-gratia gratuity is revised as “**GDS Gratuity**”. The Ex-gratia Gratuity, Severance Amount and SDBS contribution shall be revised as following:-

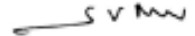
Sl No.	Scheme	Existing Benefits	Revised Benefits
1.	GDS Gratuity (estwhile Ex-gratia Gratuity)	Granted at the rate of half month's basic TRCA drawn immediately before discharge of service, for each completed year of service subject to a maximum of Rs. 60,000/- or 16.5 times basic TRCA last drawn, whichever is less. Minimum service prescribed for eligibility of Ex-gratia gratuity is 10 years.	The nomenclature of Ex-gratia Gratuity is changed as ‘ GDS Gratuity ’ Continuation of the existing formula for grant of GDS Gratuity (earlier Ex-gratia Gratuity) subject to a maximum of Rupees one lakh fifty thousand (Rs. 1,50,000)/- .
2.	Severance Amount	Severance Amount shall be paid at the rate of Rs. 1,500 for every completed year of service subject to a maximum of Rs. 60,000 provided, a GDS has completed 10 years of continuous service.	The Severance Amount shall be paid at the rate of Rs. 4,000/- for every completed year of service from 01.01.2016.

			<p>Maximum ceiling on Severance Amount shall be Rupees One lakh fifty thousand (Rs. 1,50,000/-).</p> <p>Severance Amount would be applicable only in case of those GDSs who have opted to remain with Severance Amount and have not shifted to Service Discharge Benefit Scheme (SDBS), and have completed 10 years of continuous service.</p>
3.	Service Discharge Benefit Scheme (SDBS)	The rate of monthly contribution to SDBS is Rs. 200/- for both sides i.e. Department's contribution and the GDS.	The monthly contribution to SDBS shall be Rs. 300/- for both sides i.e. Department's contribution and the GDS.

3. All other existing eligibility conditions for the aforesaid schemes have undergone **no change** and will be applicable to all GDSs.

4. This OM will take effect from **01.07.2018**.

5. This issues in consultation with Ministry of Finance, Department of Expenditure vide their ID Note No. 3(1)/E-V/2018 dated 05.04.2018

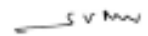


(S.V. Rao)

Director (Estt.)

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 DDsG/Directors/ADsG 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/Associations.
15. SO Guard File
16. Spare copies - 20



(S.V. Rao)

Director (Estt.)

Implementation of Recommendations of One-man Committee on Wages and Allowances of Gramin Dak Sevaks (GDSs)

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

Dak Bhawan, Sansad Marg,
New Delhi-110001.
Dated: 25th June, 2018

OFFICE MEMORANDUM

Subject : Implementation of recommendations of One-man committee on wages and allowances of Gramin Dak Sevaks (GDSs)

One-man committee headed by Sri Kamlesh Chandra, Retired Member, Postal Services Board was set up by the Government of India vide Ministry of Communications, Department of Posts' Resolution No. 17-13/2013-GDS dated 19.11.2015 for examining the conditions of service and emoluments and other facilities available to the Gramin Dak Sevaks (GDS). The committee had submitted its report to the Government on 24.11.2016. The Government has carefully considered the recommendations of the One-man Committee regarding revision of TRCA and allowances and is pleased to order the following.

2. Introduction of new Time Related Continuity Allowance (TRCA)

The entire GDSs posts shall be brought under two categories viz. Branch Postmasters (BPMs) and other than Branch Postmasters, GDSs other than BPMs and working in Branch Post Offices shall be designated as Assistant Branch Postmaster (ABPMs) and GDSs working in Departmental offices shall be designated as Dak Sevaks. There shall be two slabs of working hours viz. Four (4) and Five (5) hours and two levels of TRCA slabs each for BPMs and other than BPMs. For this purpose, the working hours of GDSs with 3 hours, 3½ hours and 3 hours 45 minutes shall be revised to 4 hours and those with 4½ hours workload shall be revised as Five (5) hours, with effect from 1.7.2018.

The revised TRCA slabs/levels applicable to these two categories will be as shown in Table 1:

Table - 1			
Revised minimum TRCA of two types of categories of GDSs as per working hours/levels			
SN	Category	Minimum TRCA for 4 Hours/Level 1	Minimum TRCA for 5 Hours/Level 2
1	BPM	Rs. 12,000/-	Rs. 14,500/-
2	APM/Dak Sevaks	Rs. 12,000/-	Rs. 12,000/-

2.1 Clubbing (Merging) of old TRCA SLABS

The existing 11 TRCA slabs shall be merged into three TRCA Slabs with two levels each for BPMs and other than BPMs as shown in Table 2. Effectively, there shall be only 3 TRCA Slabs as one TRCA Slab will be common for both the categories.

Table - 2 Clubbing of existing TRCA Slabs				
SN	Present TRCA Slabs	New Designation & Working Hours (w.e.f. 1.7.2018)	New TRCA Level	New TRCA Level
1	MC/MP/MM (3 hrs) Rs. 2,295-45-3,695	Assistant BPM/ Dak Sevaks (4 hrs)	Level-1	Rs. 10,000 - Rs. 24,470
2	MC/MP/MM (3 hrs 45 minutes) Rs. 2,870-50-4,370			
3	MD/SV (3 hrs) Rs. 2,665-50-4,165			
4	MD/SV (3 hrs 45 minutes) Rs. 3,330-60-5,130			
5	MC/MP/MM (5 hrs) Rs. 3,635-65-5,585	Assistant BPM/ Dak Sevak (5 hrs)	Level-2	Rs. 12,000 - Rs. 29,380
6	MD/SV (5 hrs) Rs. 4,220-75-6,470			
7	BPM (3 hrs) Rs. 2,745-50-4,245	BPM (4 hrs)	Level-1	Rs. 12,000 - Rs. 29,380
8	BPM (3 hrs 30 minutes) Rs. 3,200-60-5,000			
9	BPM (4 hrs) Rs. 3,660-70-5,760			
10	BPM (4 hrs 30 minutes) Rs. 4,115-75-6,365	BPM (5 hrs)	Level-2	Rs. 14,500 - Rs. 35,480
11	BPM (5 hrs) Rs. 4,575-85-7,125			

Acronyms: MC - Mail Carrier, MP - Mail Packer, MD - Mail Deliverer, MM - Mailman,
SV - Stamp Vendor

2.2 Fixation Formula

The GDSs shall be brought to the respective levels in the new TRCA matrix w.e.f. 1.7.2018. For fixation of TRCA of the Gramin Dak Sevaks in the new TRCA slabs, the existing Time Related Continuity Allowance (TRCA) for the GDS in the 11 TRCA slabs in the pre-revised structure as given in Table-2 above, as on 01.07.2018, shall be multiplied by a factor of 2.57. The amount may be rounded off to the nearest rupee. The figure so arrived at is to be located in the Level corresponding to GDS's TRCA in the new TRCA Slab as given in **Table-3**.

2.3 If a cell identical with the figure so arrived at is available in the appropriate Level, that cell shall be the revised TRCA; otherwise the next higher cell in that Level shall be the revised TRCA of the GDS. However, in order to guide administration/DDOs in fixing the revised TRCA of GDS in the new TRCA matrix correctly, illustrations in this regard are annexed at **Annexure-II**.

2.4 In respect of GDS whose annual increase of TRCA is due on 1st July, 2018, his/her TRCA consequent on annual increase in the pre-revised TRCA be effected first and then his/her TRCA be fixed in the new revised TRCA Matrix as in Table-3.

TABLE - 3 TRCA Matrix					
TRCA Slab-1 Assistant Branch Postmaster/Dak Sevak LEVEL-1 10000-244470		TRCA Slab-2 (a) Assistant Branch Postmaster /Dak Sevak LEVEL-2 & (b) Branch Postmaster LEVEL-1 12000-29380		TRCA Slab-3 Branch Postmaster Level-2 14500-35480	
Stage	TRCA	Stage	TRCA	Stage	TRCA
1	10000	1	12000	1	14500
2	10300	2	12360	2	14940
3	10610	3	12740	3	15390
4	10930	4	13130	4	15860
5	11260	5	13530	5	16340
6	11600	6	13940	6	16840
7	11950	7	14360	7	17350
8	12310	8	14800	8	17880
9	12680	9	15250	9	18420
10	13070	10	15710	10	18980
11	13470	11	16190	11	19550
12	13880	12	16680	12	20140
13	14300	13	17190	13	20750
14	14730	14	17710	14	21380

15	15180	15	18250	15	22030
16	15640	16	18800	16	22700
17	16110	17	19370	17	23390
18	16600	18	19960	18	24100
19	17100	19	20560	19	24830
20	17620	20	21180	20	25580
21	18150	21	21820	21	26350
22	18700	22	22480	22	27150
23	19270	23	23160	23	27970
24	19850	24	23860	24	28810
25	20450	25	24580	25	29680
26	21070	26	25320	26	30580
27	21710	27	26080	27	31500
28	22370	28	26870	28	32450
29	23050	29	27680	29	33430
30	23750	30	28520	30	34440
31	24470	31	29380	31	35480

2.5 If a GDS happens to be on leave on 01.07.2018, the revised TRCA will be effective from the date of rejoining of duty. In case of GDSs on put off duty as on 01.07.2018, they shall continue to draw ex-gratia payment based on existing TRCA and fixation of his TRCA shall be subject to the final order on the pending disciplinary proceedings.

3. Annual Increase

The annual increase of TRCA is 3%. After fixation of TRCA in the appropriate stage in the TRCA Matrix/Slab as specified in Para 2.2 above, the next annual increase will be effected after completion of 12 months of continuous engagement from that date subject to para 3.2 below. **Subsequent increase in TRCA scale shall be at the immediate next stage in the respective levels of new TRCA matrix at Table 3.**

3.1 In respect of the GDSs engaged on or after 01.07.2018, the initial fixation will be done on first stage of Level 1 of the respective category.

3.2 There shall be two dates of annual increase in TRCA namely, 1st July and 1st January of every year; provided that a GDS shall be entitled to only one annual increase in TRCA on either one of these two dates depending on the date of engagement.

4. Other Allowances:

Other allowances namely, Office Maintenance Allowance, Fixed Stationery Charges, Cycle Maintenance Allowance, Combined Duty Allowance, Risk and Hardship Allowance have been revised as detailed in **Annexure-I**.

5. Dearness Allowance

The existing practice to grant the Dearness Allowance will continue, as per the Seventh CPC recommendations, as a separate component, and also as revised from time to time, whenever it is revised for Central Government Servants.

6. Productivity Linked Bonus

Present calculation of Ex-gratia bonus by applying the calculation ceiling of Rs. 7,000 as basic TRCA + DA shall continue until further Orders.

7. Date of Effect

The revised TRCA as per the matrix at **Table-3** for all GDSs shall be applicable w.e.f. 01.07.2018. The revised rate of other allowances at **Annexure-I** shall also take effect from 01.07.2018.

8. Payment for the period from 01.01.2016 to 30.06.2018.

The arrear payable to GDS will take into consideration the following two figures:

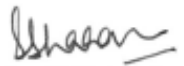
- (i) Due for the period from 1.1.2016 to 30.6.2018 calculated on the basis of TRCA already drawn multiplied by a factor of 2.57
- (ii) TRCA including DA drawn for the above period from 1.1.2016 to 30.6.2018.
- (iii) The difference between (i) and (ii) will be the amount payable to GDSs on account of arrears.

Illustrations in this regard are given at **Annexure-III**.

9. The payment due to GDSs, according to instructions at Para-8 above may be initiated immediately so as to ensure disbursal latest by 15th July, 2018. Likewise, the process of fixation of TRCA in the new TRCA matrix as at para 2.2 may be completed before 25th July, 2018. With regard to the payment for the period from 1.1.2016 to 30.6.2018, an undertaking in the prescribed format (**Annexure-IV**) should be obtained from each Gramin Dak Sevak and kept on record before disbursement of the arrears.

10. The Circle Postal Accounts Office shall carry out cent percent verification of fixation of TRCA consequent on revision. The entire process of verification should be completed by 31.12.2018.

11. This OM issues with the concurrence of Ministry of Finance (Department of Expenditure) vide their ID Note Number 7/31/2006-E.III (A) dated 02.04.2018.

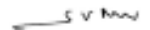


(Smriti Sharan)

Deputy Director General (Establishment)

Copy to:

1. PS to MoSC(I/C)
2. Sr. PPS to Secretary (P)/DG Postal Services
3. PPS to all Members, Postal Services/Addl. DG (Coordination)
4. All Chief Postmasters General
5. All Postmasters General
6. JS&FA, Postal Directorate
7. All DDsG, Postal Directorate
8. Director, RAKNPA, Ghaziabad
9. DG P&T, Civil Lines, New Delhi-110054
10. All recognized Postal Unions/Federations
11. SO Guard File - 20 spare copies



(S.V. Rao)
Director (Estt.)

Existing and Revised Allowances

Item Allowance	Existing Allowance	Revised Allowances
Office maintenance allowance (OMA) (For BPMs only)	Rs. 100/- pm	Composite Allowance (in lieu of OMA) is revised as follows (For BPMs only) BPMs providing GDS Post Office accommodation which meets the prescribed standards - Rs. 500/- per month BPMs having BOs at non-standard/rent free accommodation-Rs. 250/- per month
Fixed Stationery Charge	Rs. 25/- pm for BPMs Rs. 10/- pm for other than BPMs	Rs. 25/- ABPMS and Dak Sevaks, FSC subsumed in composite allowance for BPMs.
Boat Allowance	Rs. 50/- pm	Rs. 115/- per month
Cash Conveyance Allowance	Rs. 50/- pm	There will be no fixed cash conveyance allowance, instead, payment will be at following ratio: (a) Payment of Rs. 30/- per occasion plus actual conveyance charges for cash conveyance of an amount less than Rs. 1 Lakh subject to maximum of charges incurred for transport by public bus and; (b) Rs. 50/- per occasion plus actual conveyance charges for an amount more than Rs. 1 Lakh subject to maximum of charges incurred for transport by public bus.
Cycle Maintenance Allowance	Rs. 90/- pm	Rs. 180/- pm
	<ol style="list-style-type: none"> GDS Branch Postmasters performing delivery or conveyance duties or both will be paid Rs. 500 p.m. for each item of work separately. If the Branch Postmaster is performing delivery at the BO village only, it will be restricted to Rs. 250 pm. BPM exchanging Mails at Bus stand or at Railway Stations will be compensated at the rate of Rs. 250 pm. 	<p>BPM for delivery OR Mail Conveyance Work - Rs. 45/- per day subject to maximum of Rs. 1170/- per month</p> <p>BPM for delivery PLUS mail conveyance - Rs. 90/- per day subject to maximum of Rs. 2340/- per month</p> <p>ABPM for BPM work - Rs. 75/- per day subject to a maximum of Rs. 1950/- per month.</p> <p>ABPM/Dak Sevak for additional work of another ABPM/Dak Sevak - Rs. 45/- per day subject to a maximum of Rs. 1170/-</p> <p>These rates will be for combination of duties of two or more posts borne on the establishment of the office.</p>
Risk and Hardship Allowance	Nil	Risk and Hardship allowance @ of Rs. 500/- per month to the GDS working in areas which are identified for this allowance. (As identified by Government of India, as per 7th CPC recommendations).

**Illustration for fixation of TRCA in new slab in respect of
Gramin Dak Sevak joined before 1.7.2018**

Illustration 1

Category of GDS	Pre revised TRCA as on 1.7.2018	Revised TRCA as on 1.7.2018
MC/MP/MM with work load of 3 hours	Rs. 2,295-45-3,645	Rs. 10,000-24,470
Sl. No.		
1.	Assuming the basic TRCA of GDS as on 1.7.2018	Rs. 2,880
2.	TRCA enhanced by fitment factor of 2.57 (rounded off to the nearest rupee)	Rs. 7,402
3.	TRCA fixed as on 1.7.2018 (at the stage equal to the amount arrived at Sl. No. 2 above, if not, next stage above to the amount arrived as at Sl No. 2 i.e. Stage-1 of Level-1 of TRCA Matrix)	Rs. 10,000
4.	TRCA on 1.7.2019 (Stage-2 of Level-1 of TRCA Matrix)*	Rs. 10,300

Illustration 2

Category of GDS	Pre revised TRCA as on 1.7.2018	Revised TRCA as on 1.7.2018
MC/MP/MM with work load of 3 hours 45 minutes	Rs. 2,870-50-4,370	Rs. 10,000-24,470
Sl. No.		
1.	Assuming the basic TRCA of GDS as on 1.7.2018	Rs. 2,920
2.	TRCA enhanced by fitment factor of 2.57 (rounded off to the nearest rupee)	Rs. 7,504
3.	TRCA fixed as on 1.7.2018 (at the stage equal to the amount arrived at Sl. No. 2 above, if not, next stage above to the amount arrived as at Sl No. 2 i.e. Stage-1 of Level-1 of TRCA Matrix)	Rs. 10,000
4.	TRCA on 1.7.2019 (Stage-2 of Level-1 of TRCA Matrix)*	Rs. 10,300

Illustration 3

Category of GDS	Pre revised TRCA as on 1.7.2018	Revised TRCA as on 1.7.2018
MC/MP/MM with work load of 3 hours 45 minutes	Rs. 2,870-50-4,370	Rs. 10,000-24,470
Sl. No.		
1.	Assuming the basic TRCA of GDS as on 1.7.2018	Rs. 3,920
2.	TRCA enhanced by fitment factor of 2.57 (rounded off to the nearest rupee)	Rs. 10,074
3.	TRCA fixed as on 1.7.2018 (at the stage equal to the amount arrived at Sl. No. 2 above, if not, next stage above to the amount arrived as at Sl No. 2 i.e. Stage-2 of Level-1 of TRCA Matrix)	Rs. 10,300
4.	TRCA on 1.7.2019 (Stage-3 of Level-1 of TRCA Matrix)*	Rs. 10,610

Illustration 4

Category of GDS	Pre revised TRCA as on 1.7.2018	Revised TRCA as on 1.7.2018
MC/MP/MM with work load of 3 hrs. 45 min. and upto 5 hrs.	Rs. 3,635-65-5,585	Rs. 12,000-29,380
Sl. No.		
1.	Assuming the basic TRCA of GDS as on 1.7.2018	Rs. 3,830
2.	TRCA enhanced by fitment factor of 2.57 (rounded off to the nearest rupee)	Rs. 9,843
3.	TRCA fixed as on 1.7.2018 (at the stage equal to the amount arrived at Sl. No. 2 above, if not, next stage above to the amount arrived as at Sl No. 2 i.e. Stage-1 of Level-2 of TRCA Matrix)	Rs. 12,000
4.	TRCA on 1.7.2019 (Stage-2 of Level-2 of TRCA Matrix)*	Rs. 12,360

Illustration 5

Category of GDS	Pre revised TRCA as on 1.7.2018	Revised TRCA as on 1.7.2018
MC/MP/MM with work load of 3 hrs. 45 min. and upto 5 hrs.	Rs. 3,635-65-5,585	Rs. 12,000-29,380
Sl. No.		
1.	Assuming the basic TRCA of GDS as on 1.7.2018	Rs. 4,740
2.	TRCA enhanced by fitment factor of 2.57 (rounded off to the nearest rupee)	Rs. 12,182
3.	TRCA fixed as on 1.7.2018 (at the stage equal to the amount arrived at Sl. No. 2 above, if not, next stage above to the amount arrived as at Sl No. 2 i.e. Stage-2 of Level-2 of TRCA Matrix)	Rs. 12,360
4.	TRCA on 1.7.2019 (Stage-3 of Level-2 of TRCA Matrix)*	Rs. 12,740

Illustration 6

Category of GDS		Pre revised TRCA as on 1.7.2018	Revised TRCA as on 1.7.2018
MD/SV work load of 3 hours		Rs. 2,665-50-4,165	Rs. 10,000-24,470
Sl. No.			
1.	Assuming the basic TRCA of GDS as on 1.7.2018		Rs. 2,815
2.	TRCA enhanced by fitment factor of 2.57 (rounded off to the nearest rupee)		Rs. 7,235
3.	TRCA fixed as on 1.7.2018 (at the stage equal to the amount arrived at Sl. No. 2 above, if not, next stage above to the amount arrived as at Sl No. 2 i.e. Stage-1 of Level-1 of TRCA Matrix)		Rs. 10,000
4.	TRCA on 1.7.2019 (Stage-2 of Level-2 of TRCA Matrix)*		Rs. 10,300

Illustration 7

Category of GDS		Pre revised TRCA as on 1.7.2018	Revised TRCA as on 1.7.2018
MD/SV work load of 3 hours 45 minutes		Rs. 3,330-60-5,130	Rs. 10,000-24,470
Sl. No.			
1.	Assuming the basic TRCA of GDS as on 1.7.2018		Rs. 4,290
2.	TRCA enhanced by fitment factor of 2.57 (rounded off to the nearest rupee)		Rs. 11,025
3.	TRCA fixed as on 1.7.2018 (at the stage equal to the amount arrived at Sl. No. 2 above, if not, next stage above to the amount arrived as at Sl No. 2 i.e. Stage-5 of Level-1 of TRCA Matrix)		Rs. 11,260
4.	TRCA on 1.7.2019 (Stage-6 of Level-1 of TRCA Matrix)*		Rs. 11,600

Illustration 8

Category of GDS		Pre revised TRCA as on 1.7.2018	Revised TRCA as on 1.7.2018
MD/SV work load of more than 3 hrs. 45 min. and upto 5 hrs.		Rs. 4,220-75-6,470	Rs. 12,000-29,380
Sl. No.			
1.	Assuming the basic TRCA of GDS as on 1.7.2018		Rs. 4,670
2.	TRCA enhanced by fitment factor of 2.57 (rounded off to the nearest rupee)		Rs. 12,002
3.	TRCA fixed as on 1.7.2018 (at the stage equal to the amount arrived at Sl. No. 2 above, if not, next stage above to the amount arrived as at Sl No. 2 i.e. Stage-2 of Level-2 of TRCA Matrix)		Rs. 12,360
4.	TRCA on 1.7.2019 (Stage-3 of Level-2 of TRCA Matrix)*		Rs. 12,740

Illustration 9

Category of GDS		Pre revised TRCA as on 1.7.2018	Revised TRCA as on 1.7.2018
BPM with work load of 3 hours		Rs. 2,745-50-4,245	Rs. 12,000-29,380
Sl. No.			
1.	Assuming the basic TRCA of GDS as on 1.7.2018		Rs. 2,845
2.	TRCA enhanced by fitment factor of 2.57 (rounded off to the nearest rupee)		Rs. 7,312
3.	TRCA fixed as on 1.7.2018 (at the stage equal to the amount arrived at Sl. No. 2 above, if not, next stage above to the amount arrived as at Sl No. 2 i.e. Stage-1 of Level-1 of TRCA Matrix)		Rs. 12,000
4.	TRCA on 1.7.2019 (Stage-2 of Level-1 of TRCA Matrix)*		Rs. 12,360

Illustration 10

Category of GDS		Pre revised TRCA as on 1.7.2018	Revised TRCA as on 1.7.2018
BPM with work load of 3 hours and 30 minutes		Rs. 3,200-60-5,000	Rs. 12,000-29,380
Sl. No.			
1.	Assuming the basic TRCA of GDS as on 1.7.2018		Rs. 3,200
2.	TRCA enhanced by fitment factor of 2.57 (rounded off to the nearest rupee)		Rs. 8,224
3.	TRCA fixed as on 1.7.2018 (at the stage equal to the amount arrived at Sl. No. 2 above, if not, next stage above to the amount arrived as at Sl No. 2 i.e. Stage-1 of Level-1 of TRCA Matrix)		Rs. 12,000
4.	TRCA on 1.7.2019 (Stage-2 of Level-1 of TRCA Matrix)*		Rs. 12,360

Illustration 11

Category of GDS		Pre revised TRCA as on 1.7.2018	Revised TRCA as on 1.7.2018
BPM with work load of 4 hours		Rs. 3,660-70-5,760	Rs. 12,000-29,380
Sl. No.			
1.	Assuming the basic TRCA of GDS as on 1.7.2018		Rs. 2,845
2.	TRCA enhanced by fitment factor of 2.57 (rounded off to the nearest rupee)		Rs. 7,312
3.	TRCA fixed as on 1.7.2018 (at the stage equal to the amount arrived at Sl. No. 2 above, if not, next stage above to the amount arrived as at Sl No. 2 i.e. Stage-1 of Level-1 of TRCA Matrix)		Rs. 12,000
4.	TRCA on 1.7.2019 (Stage-2 of Level-1 of TRCA Matrix)*		Rs. 12,360

Illustration 12

Category of GDS	Pre revised TRCA as on 1.7.2018	Revised TRCA as on 1.7.2018
BPM with work load of 4 hours and 30 minutes	Rs. 4,115-75-6,365	Rs. 14,500-35,480
Sl. No.		
1.	Assuming the basic TRCA of GDS as on 1.7.2018	Rs. 4,115
2.	TRCA enhanced by fitment factor of 2.57 (rounded off to the nearest rupee)	Rs. 10,576
3.	TRCA fixed as on 1.7.2018 (at the stage equal to the amount arrived at Sl. No. 2 above, if not, next stage above to the amount arrived as at Sl No. 2 i.e. Stage-1 of Level-2 of TRCA Matrix)	Rs. 14,500
4.	TRCA on 1.7.2019 (Stage-2 of Level-2 of TRCA Matrix)*	Rs. 14,940

Illustration 13

Category of GDS	Pre revised TRCA as on 1.7.2018	Revised TRCA as on 1.7.2018
BPM with work load of 5 hours	Rs. 4,575-85-7,125	Rs. 14,500-35,480
Sl. No.		
1.	Assuming the basic TRCA of GDS as on 1.7.2018	Rs. 4,915
2.	TRCA enhanced by fitment factor of 2.57 (rounded off to the nearest rupee)	Rs. 12,632
3.	TRCA fixed as on 1.7.2018 (at the stage equal to the amount arrived at Sl. No. 2 above, if not, next stage above to the amount arrived as at Sl No. 2 i.e. Stage-1 of Level-2 of TRCA Matrix)	Rs. 14,500
4.	TRCA on 1.7.2019 (Stage-2 of Level-2 of TRCA Matrix)*	Rs. 14,940

Illustration 14

Category of GDS	Pre revised TRCA as on 1.7.2018	Revised TRCA as on 1.7.2018
BPM with work load of 5 hours	Rs. 4,575-85-7,125	Rs. 14,500-35,480
Sl. No.		
1.	Assuming the basic TRCA of GDS as on 1.7.2018	Rs. 5,850
2.	TRCA enhanced by fitment factor of 2.57 (rounded off to the nearest rupee)	Rs. 15,035
3.	TRCA fixed as on 1.7.2018 (at the stage equal to the amount arrived at Sl. No. 2 above, if not, next stage above to the amount arrived as at Sl No. 2 i.e. Stage-3 of Level-2 of TRCA Matrix)	Rs. 15,390
4.	TRCA on 1.7.2019 (Stage-4 of Level-2 of TRCA Matrix)*	Rs. 15,860

**GDS BPM drawing TRCA of Rs. 4830 from 1.7.2017 in the TRCA slab of 4575-85-7125
with annual increase of Rs. 85 on July**

Category of GDS	Pre revised TRCA as on 1.7.2018	Revised TRCA as on 1.7.2018
BPM with work load of 5 hours	Rs. 4,575-85-7,125	Rs. 14,500-35,480
Sl. No.		
1.	Assuming the basic TRCA of GDS as on 1.7.2018	Rs. 4,830
2.	Annual increase of Rs. 85/- on 1.7.2018	Rs. 4,915
3.	TRCA enhanced by fitment factor of 2.57 on Rs. 4915 (rounded off to the nearest rupee)	Rs. 12,632
3.	TRCA fixed as on 1.7.2018 (at the stage equal to the amount arrived at Sl. No. 3 above, if not, next stage above to the amount	Rs. 14,500
4.	arrived as at Sl No. 3 i.e. Stage-1 of Level-2 of TRCA Matrix) TRCA on 1.7.2019 (Stage-2 of Level-2 of TRCA Matrix)*	Rs. 14,940

* Assuming after completion of 12 months of continuous engagement from 1.7.2018

Annexure-III

Illustrations on the payment for the period 1.1.2016 to 30.6.2018

**Illustration I - GDS BPM with a work load of 5 hours in TRCA slab Rs. 4575-85-7125
with basic TRCA of Rs. 4575 as on 01.01.2016 (date of annual increase - 1st Jan.)**

Period	Basic TRCA	DA %	No. of months	Total Drawn	Basic TRCA raised by 2.57	Total Due	Difference	Total amount payable
1.1.16	4575	125	6	61763	11758	70547	8784	
1.7.16	4575	132	6	63684	11758	70547	6863	
1.1.17	4660	136	6	65986	11976	71857	5872	
1.7.17	4660	139	6	66824	11976	71857	5033	
1.1.18	4745	142	6	68897	12195	73168	4271	30821

**Illustration II - GDS BPM with a work load of 5 hours in TRCA slab Rs. 4575-85-7125
with basic TRCA of Rs. 5850 as on 01.01.2016 (date of annual increase - 1st Jan.)**

1.1.16	5850	125	6	78975	15035	90207	11232	
1.7.16	5850	132	6	81432	15035	90207	8775	
1.1.17	5935	136	6	84040	15253	91518	7478	
1.7.17	5935	139	6	85108	15253	91518	6410	
1.1.18	6020	142	6	87410	15471	92828	5418	39313

Illustration III - GDS MC with a work load of 3 hours in TRCA slab Rs. 2295-45-3695 with basic TRCA of Rs. 2430 as on 01.01.2016 (date of annual increase - 1st March)

1.1.16	2430	125	3	16403	6245	18735	2333	
1.3.16	2475	125	3	16706	6361	19082	2376	
1.7.16	2475	132	6	34452	6361	38165	3713	
1.1.17	2475	136	3	17523	6361	19082	1559	
1.3.17	2520	136	3	17842	6476	19429	1588	
1.7.17	2520	139	6	36137	6476	38858	2722	
1.1.18	2520	142	3	18295	6476	19429	1134	
1.3.18	2565	142	3	18622	6592	19776	1154	16578

Annexure-IV

UNDERTAKING

I Gramin Dak Sevak (ABPM/BPM) hereby undertake that any excess payment that may be found to have been received by me as a result of incorrect fixation of Time Related Continuity Allowance (TRCA) or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature

.....
Name (In Block Letters)

Designation

Office

Place

Date

Annexure-V

Instructions on fixation of TRCA in new TRCA matrix and payment of arrears

The responsibility of fixation of TRCA in the new TRCA matrix with effect from 1.7.2018 **rests with the Divisional Superintendent of Post Offices/RMS Units** for all GDS working under their jurisdiction. In respect of GDSs working in independent units like Gazetted HOs in charge of Senior Postmaster/Chief Postmaster, the fixation will be done by the Senior/Chief PM.

2. The respective authorities shall fix the TRCA of all the GDSs under their jurisdiction with reference to their existing workload, Basic TRCA drawn as on 1.7.2018 and send the names of GDSs with a statement of fixation of TRCA in the new TRCA matrix as on 1.7.2018 as per the given instructions. Obtaining undertaking from the GDS as per proforma in Annexure VI is pre requisite for payment of arrears. The undertaking obtained from the GDSs should be kept in a separate guard file in the Divisional office which should be preserved permanently.

3. Any excess payment made on account of arrears or wrong fixation of TRCA in the new TRCA matrix **will be the responsibility of the Drawing Disbursing Officer.** The officials at

fault shall be made accountable, in case of any court cases on over payment of arrears/wrong fixation of TRCA.

4. **The work relating to merging of different TRCA slabs with work load less than 4 hours, and those having workload of 4½ hours should be completed and establishment orders to the effect should be issued before 30 June 2018.** The revised TRCA slabs as per Table 1 of this OM shall take effect from 1.7.2018. In case of more than one ABPM is working in a Branch Office/Dak Sevaks in Departmental Office, those ABPMs//Dak Sevaks should be assigned designation as ABPM I/ABPM II/ABPM III/Dak Sevak I/Dak Sevak II etc.

5. The Divisional Superintendent shall constitute a special cell, if required, for the purpose. Similarly, the DDOs shall draw the payment from 1.1.2016 to 30.6.2018 by preparing due drawn statement and after adjusting the TRCA including DA already paid, and arrange payment. The calculation of arrears according to instructions at Para-6 may be initiated immediately so as to ensure payment latest by 15th July, 2018. Likewise, the process of fixation of TRCA in the new TRCA matrix as at para 2.2 may be completed before 25th July, 2018. With regard to the payment of arrears, an undertaking in the prescribed format (**Annexure-IV**) should be obtained from each Gramin Dak Sevak and kept on record before disbursement of the arrears.

6. The Divisional Superintendent will arrange to communicate the names of Branch Postmasters and Assistant Branch Postmasters who attend to the combined duty as per the revised rates in Annexure-I, which is reproduced below:

BPM for delivery OR Mail Conveyance Work - Rs. 45/- per day subject to maximum of Rs. 1170/- per month

BPM for delivery Plus Mail Conveyance Work - Rs. 90/- per day subject to maximum of Rs. 2340/- per month

ABPM for BPM Work - Rs. 75/- per day subject to a maximum of Rs. 1950/- per month.

ABPM/Dak Sevak for additional work of another ABPM/Dak Sevak - Rs. 45/- per day subject to a maximum of Rs. 1170/-.

The above rates will be for combination of duties of two or more posts borne on the establishment of the concerned Post Offices.

7. The Regional Director of Postal Services/Postmaster General shall carry out verification of 10% fixation of TRCA cases while inspecting the Divisional Office.

8. The Circle Postal Accounts Office shall carry out cent percent verification of fixation of TRCA, consequent on revision, by 31.12.2018. Discrepancies, if any, be got settled on the spot. Excess arrears due to wrong fixation shall be listed and reported to Regional Director of Postal Services/Postmaster General/Chief Postmaster General concerned.



P.U. MURALEEDHARAN
General Secretary

Copy to

All Circle Secretaries &
CWC Members

Clarification on GDS Compassionate Appointment

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

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated 16.11.2016.

No. 17-17/2016-GDS
To

All Heads of Circles.

Subject :- Clarification on Compassionate Appointment.

This office is in receipt of certain representations and communications seeking clarifications on rulings on the scheme for engagement of dependent of deceased GDS on Compassionate grounds. Details of the same and clarification thereon is as given below :-

S.No.	Query	Clarification
(i)	As to, whether any case of, compassionate appointment needs to be referred to the Directorate for condoning the delay in submission/lapse of time-period?	All the powers to grant appointment on compassionate grounds, have been delegated to Circles. Hence, by all means, no such reference is required to be made to this Directorate.
(ii)	Whether the CRC while considering the cases of compassionate appointment of dependent of the deceased GDS can give age relaxation in upper limit of age as in the case of Departmental Employees?	No. However, as per the point 4(a) of this Directorate Order No. 17-17/2016-GDS dated 23.06.2016 instructions has already been issued which read as follows: - "The entry age to the GDS posts shall be raised up to 40 years of age further relaxable by 03 years to those belonging to OBC categories and 05 years in case of candidates belonging to SC/ST."

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

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

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

Dak Bhawan, Sansad Marg,
New Delhi-110001

Dated : 30-05-2017

To
All Chief Postmasters General,
All Postmasters General

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

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

2. The Scheme has been reviewed in this Directorate and it has been decided to introduce revised scheme for compassionate engagement of an eligible dependent of deceased Gramin Dak Sevaks. Under the revised scheme point system has been dispensed with and scheme has been extended to dependents of missing GDS also.

3. The scheme will come into effect from the date of issue of the letter and will be applicable to all cases pending and arising on or after the said date. The cases which have already been settled will not be reopened.

4. The revised scheme for compassionate engagement of an eligible dependent of deceased Gramin Dak Sevaks is attached.

Copy to:

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


(R.L. Patel)

Assistant Director General
(GDS/PCC)

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

1. **Object**

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

2. **To Whom applicable**

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

Note 1 “Dependent Family Member” means the following :

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

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

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

- (a) Head of Circle will be competent to make compassionate engagements to GDS posts within the Circle.
- (b) All cases will be considered by a Committee on Compassionate Engagement (CCE) and recommendations of the Committee will be put up to the Head of the Circle for final decision.
- (c) The composition of CCE the will be same as the one constituted for cases of departmental officials.

-
-
- (d) The Committee will meet bi-monthly i.e. in March, May and July and so on for considering the cases arising during the previous two months. For example, the cases received during Jan and Feb will be considered in March and cases received during March and April will be considered in May.

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

Compassionate engagements will be made only to GDS posts.

5. **Eligibility**

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

6. A. **Exemptions**

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

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

B. **Relaxations**

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

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

7. **Determination/availability of vacancies**

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

vacancies to immediately engage the applicant, any post in the same sub division or division may be offered.

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

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

9. **Consideration of belated requests**

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

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

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

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

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

12. **Missing Gramin Dak Sevak**

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

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

13. **Procedure**

- (a) Prescribed proforma may be used for ascertaining necessary information and processing the cases of compassionate engagements in normal cases.
- (b) An officer not below the rank of an Inspector should meet the members of the family of the GDS in question immediately after his/her death to advise and assist them in submitting necessary

information for considering compassionate engagement. The applicant should be called in person at the very first stage and advised in person about the requirements and formalities to be completed by him.

- (c) All cases of compassionate engagement including belated requests and cases with special features (like presence of other earning members in the family etc.) may be considered by the CCE on bi-monthly basis and its recommendations should be submitted to the Head of Circle. A final decision may be taken by the Head of Circle based on the recommendations of the Committee.
- (d) An application for engagement of a dependent of the deceased GDS as a GDS on compassionate grounds should be considered and decided by the Head of Circle within three months from the date of receipt of application.
- (e) If, due to any grounds, a request for compassionate engagement is rejected, a speaking order should be issued by the Head of Circle.

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

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

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

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

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

16. **Seniority**

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

17. **Termination of engagement**

- (a) The compassionate engagement can be terminated on the ground of non compliance of any condition stated in the offer of engagement after providing an opportunity to the person concerned

by way of issue of show cause notice asking him/her to explain why his/her services should not be terminated for non-compliance of the condition(s) in the offer of engagement and for this purpose, it is not necessary to follow the detailed disciplinary procedures prescribed in rules/instructions.

- (b) The power of termination of engagement for non-compliance of the condition(s) in the offer of compassionate appointment will vest only with the Head of Circle, in all cases.

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

Annexure 1

Dear

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

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

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

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

1 2 3 4 5

Yours Sincerely

()

Shri/Ms.....

Address of Dependent

Copy to:-

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

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

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

Signature of Permanent Government Servant

Name:

Address

Signature of the verifying Authority

Name

Address

Signature of the candidate

Name of the candidate

Address

Casual Labourer Related Orders & Clarifications

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

Order & Clarification

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

Dak Bhawan, Sansad Marg,
New Delhi-110001

Date : 22 Jan. 2015

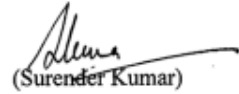
Office Memorandum

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

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

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

-
2. The revision as aforesaid in sub para (i) to (ii) will take effect from 01.01.2006.
 3. For the Full Time Casual Labourers covered by Para 1(v) of DoPT OM No. 49014/2/86 Estt. (C) dated 07.06.1988 i.e. the full time casual labourers, who are engaged to perform work different from the work performed by regular employee will continue to be remunerated based on the minimum wages prescribed by Central or State Government, whichever is higher.
 4. This issues with concurrence of Integrated Finance Wing vide Diary No. 343/FA/2015/CS dated 22.01.2015.

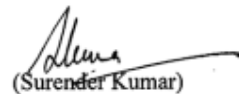


(Surender Kumar)

Asstt. Director General (GDS/PCC)

Copy to:-

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



(Surender Kumar)

Asstt. Director General (GDS/PCC)

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

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

Office Memorandum

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

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

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


(R.L. Patel)

Asstt. Director General (GDS/PCC)

Encl : As above

Copy to :-

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

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

Dak Bhawan,
Parliament Street,
New Delhi-110001.

No. 65-24/88-SPB-I

Dated : 17-05-89.

To

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

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

Sir,

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

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

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

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

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

4. Please acknowledge receipt immediately.

Sd/-

(D. H. SARKAR)

ASSTT. DIRECTOR GENERAL (SPN)

Copy to:- All recognised Unions.

**Minimum Pay of Level 1 of the Pay Matrix
as per the recommendations of 7th Commission
for calculation of pay of Casual Labourers**

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

Dak Bhawan, Sansad Marg,
New Delhi-110001

Date : 31.3.2017


OFFICE MEMORANDUM

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

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

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

This may be brought to the notice of all concerned.


(R.L. Patel)

Encl: As above

Asstt. Director General (GDS/PCC)

Copy to :-

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

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

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

To:

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

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

Sir / Madam,

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

- a) Directorate vide Letter No. 66-52/92-SPB.I dated 1.11.95 extended the benefit of the above scheme to also Casual Labourers recruited after 29.11.89 and upto 10.9.93.
- b) Directorate vide Letter No. 66-9/91-SPB.II dated 30.11.92 issued clarifications that Casual Labourers with temporary status, who completes three years of service are to be treated at par with temporary Group D employees and are entitled to various benefits viz. leave, holidays, CGEIS, GPF, Medical aid, LTC etc. and counting of temporary service after regularisation for retirement benefits.
- c) The Scheme for grant of temporary status and regularization of casual labourers formulated vide Letter No. 45-98/97-SPB.I dated 12.4.91 was modified as under vide letter No. 45-6/2005-SPB-I dated 2.9.2005 (in consultation with DOPT and in line with DOPT OM No. 49014/1/2004-Estt (C) dated 26.4.04) in the light of introduction of New Pension Scheme in respect of persons appointed to the Central Government service on or after 1.1.2004.
 - (i) As the new pension scheme is based on defined contributions, the length of qualifying service for the purpose of retirement benefits has lost its relevance. No credit of casual service as specified in para 6 of the said scheme shall be available to the casual labourers on their regularization against Group D posts on or after 1.1.04.
 - (ii) As there is no provision of GPF in the new pension scheme, it will not serve any useful purpose to continue deductions towards GPF from the existing casual

employees, in terms of para 8 of the scheme for grant of temporary status. Therefore, no further deductions towards GPF shall be effected from the casual labourers w.e.f. 1.1.2004 onwards and the amount lying in their GPF accounts, including deductions made after 1.1.2004, shall be paid to them.

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

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

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

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

Copy to:

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

Sd/-
(G Rajeev)
Director (SPN)

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

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

To

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

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

Sir,

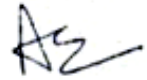
I am directed to refer to this Department's Letter No. 01-07.2016-SPB-I dated 22.07.2016 on the above cited subject and say that following clarifications are hereby issued in respect of Casual Labourers in the Postal Department in line with DOP&T OM No. 49014/2/2014-Estt (C) dated 28.07.2016:

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

Yours faithfully,

Copy to:

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



(Abhay Kumar)
Assistant Director General (SPN)

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

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



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

To

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

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

Sir/Madam,

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

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

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

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

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



(N.T. Paite)
Director (SPN)

Copy to :

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



(Gopala Krishna)
Section Officer (SPB-I)

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

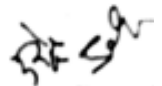
New Delhi, North Block
Dated 14th June, 2016

OFFICE MEMORANDUM

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

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

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



(Mukesh Chaturvedi)
Director (E)
Telefax : 23093176

To
All Secretaries of Ministries/Departments.

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/Casual Labour/Minimum Pay/Gujarat/2018

Date : 29-01-2018

To,

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

Subject : Minimum Pay for calculation of Pay of Casual Labours

(Other than Temp. Status) may be considered as the minimum pay of Level-1 of the Pay Matrix as per the recommendations of 7th CPC i.e. Rs. 18,000/- from 1-1-2016

Ref.: Your Office Memorandum No. 7-10/2016-PCC dated 31-3-2017

(Case of Gujarat Circle)

Respected Sir,

Vide your Office Memo captioned above, the **minimum pay** of the casual labours (other than Temp. Status) for calculation of pay should be considered as minimum pay of level 1 of the pay matrix **as per recommendation of 7th CPC i.e. Rs. 18000/- from 1-1-2016.**

But as Gujarat Circle those Orders are not yet implemented for one or other reasons.

Copy of the reference made by the **Circle Secretary of NU P-IV, Gujarat Circle** to the CPMG, Gujarat is sent herewith alongwith copies of memorandum cited above for your kind perusal.

We request for issue of suitable instructions to **CPMG Gujarat** in this matter for implementation of Orders on the subject immediately, please.

Thanking you,

Yours Sincerely

CC for information and necessary action

1. Circle Secretary
NU P-IV, Gujarat Circle
at Manekbag PO, Ahmedabad-380015.



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

Casual Labour Regularisation - Supreme Court Judgement Applicable to those Appointed after 1993 & 2006 who completed 10 years service

Narendra Kumar Tiwari vs The State Of Jharkhand
on 1 August 2018
Author: M B Lokur

REPORTABLE

IN THE SUPREME COURT OF INDIA
CIVIL APPELLATE JURISDICTION
CIVIL APPEAL NOS.7423-7429 OF 2018
(Arising out of S.L.P. (Civil) Nos. 19832-19838 OF 2017)
Narendra Kumar Tiwari & Ors. Etc.

.....Appellants

versus

The State of Jharkhand & Ors. Etc.

.....Respondents

JUDGMENT

J U D G M E N T

Madan B. Lokur, J.

1. Leave granted.

2. These appeals arise out of the common judgment and order dated 17th November, 2016 passed by a Division Bench of the High Court of Jharkhand in a batch of writ petitions relating to the regularisation of daily wage or contract workers on different posts. The writ petitioners (now appellants) were denied the benefit of regularisation in view of the provisions of the Jharkhand Sarkar ke Adhinasth Aniyamit Rup se Niyukt Ewam Karyarat Karmiyo ki Sewa Niyamitikaran Niyamawali, 2015 (hereinafter referred to as the Regularisation Rules).

3. The admitted position is that the appellants are irregularly appointed employees of the State Government. They sought regularisation of their status on the ground that they had put in more than 10 years of service and were therefore entitled to be regularised. The High Court took the view that the decision of the Constitution Bench of this Court in Secretary, State of Karnataka and Ors. v. Umadevi (3) and Ors.1 did not permit their regularisation since they had not worked for 10 years on the cut-off date of 10th April, 2006 when the Constitution Bench rendered its decision. According to the High Court, the Regularisation Rules provided a one-time measure of regularisation of the services of irregularly appointed employees based on the cut-off date of 10th April, 2006 in terms of the judgment of the Constitution Bench. Therefore, since the appellants had not put in 10 years of service they could not be regularised.

4. The appellants had contended before the High Court that the State of Jharkhand was created only on 15th November, 2000 and therefore no one could have completed 10 years of service with the State of Jharkhand on the cut-off date of 10th April, 2006. Therefore, no one could get the benefit of the Regularisation Rules which made the entire legislative exercise totally meaningless. The appellants had pointed out in the High Court that the State had issued Resolutions on 18th July, 2009 and 19th July, 2009 permitting the regularisation of some employees of the State, who

had obviously not put in 10 years of service with the State. Consequently, it was submitted that the appellants were discriminated against for no fault of theirs and in an irrational manner.

5. Having heard learned counsel for the parties and having considered the decision of the Constitution Bench in *Umadevi (3)* as well as the subsequent decision of this Court explaining *Umadevi (3)* in *State of Karnataka and Ors. v. M.L. Kesari and Ors.*², we are of the view that the High Court has erred in taking an impractical view of the directions in *Umadevi (3)* as well as its consideration in *Kesari*.

6. The decision in *Umadevi (3)* was intended to put a full stop to the somewhat pernicious practice of irregularly or illegally appointing daily wage workers and continuing with them indefinitely. In fact, in paragraph 49 of the Report, it was pointed out that the rule of law requires appointments to be made in a constitutional manner and the State cannot be permitted to perpetuate an irregularity in the matter of public employment which would adversely affect those who could be employed in terms of the constitutional scheme. It is for this reason that the concept of a one-time measure and a cut-off date was introduced in the hope and expectation that the State would cease and desist from making irregular or illegal appointments and instead make appointments on a regular basis.

7. The concept of a one-time measure was further explained in *Kesari* in paragraphs 9, 10 and 11 of the Report which read as follows:

"9. The term "one-time measure" has to be understood in its proper perspective. This would normally mean that after the decision in Umadevi (3), each department or each instrumentality should undertake a one-time exercise and prepare a list of all casual, daily-wage or ad hoc employees who have been working for more than ten years without the intervention of courts and tribunals and subject them to a process verification as to whether they are working against vacant posts and possess the requisite qualification for the post and if so, regularise their services.

10. At the end of six months from the date of decision in Umadevi (3), cases of several daily-wage/ad hoc/casual employees were still pending before courts. Consequently, several departments and instrumentalities did not commence the one-time regularisation process. On the other hand, some government departments or instrumentalities undertook the onetime exercise excluding several employees from consideration either on the ground that their cases were pending in courts or due to sheer oversight. In such circumstances, the employees who were entitled to be considered in terms of para 53 of the decision in Umadevi (3), will not lose their right to be considered for regularisation, merely because the one-time exercise was completed without considering their cases, or because the sixmonth period mentioned in para 53 of Umadevi (3) has expired. The one-time exercise should consider all daily-wage/ad hoc/casual employees who had put in 10 years of continuous service as on 10-4-2006 without availing the protection of any interim orders of courts or tribunals. If any employer had held the one-time exercise in terms of para 53 of Umadevi (3), but did not consider the cases of some employees who were entitled to the benefit of para 53 of Umadevi (3), the employer concerned should consider their cases also, as a continuation of the one-time exercise. The one-time exercise will be concluded only when all the employees who are entitled to be considered in terms of para 53 of Umadevi (3), are so considered.

11. The object behind the said direction in para 53 of Umadevi (3) is twofold. First is to ensure that those who have put in more than ten years of continuous service without the protection of any interim orders of courts or tribunals, before the date of decision in Umadevi (3) was rendered, are considered for regularisation in view of their long service. Second is to ensure that the departments/instrumentalities do not perpetuate the practice of employing persons on daily-wage/ad hoc/casual basis for long periods and then periodically regularise them on the ground that they have served for more than ten years, thereby defeating the constitutional or statutory provisions relating to

recruitment and appointment. The true effect of the direction is that all persons who have worked for more than ten years as on 10-4-2006 [the date of decision in Umadevi (3)] without the protection of any interim order of any court or tribunal, in vacant posts, possessing the requisite qualification, are entitled to be considered for regularisation. The fact that the employer has not undertaken such exercise of regularisation within six months of the decision in Umadevi (3) or that such exercise was undertaken only in regard to a limited few, will not disentitle such employees, the right to be considered for regularisation in terms of the above directions in Umadevi (3) as a one-time measure."

8. The purpose and intent of the decision in Umadevi (3) was therefore two-fold, namely, to prevent irregular or illegal appointments in the future and secondly, to confer a benefit on those who had been irregularly appointed in the past. The fact that the State of Jharkhand continued with the irregular appointments for almost a decade after the decision in Umadevi (3) is a clear indication that it believes that it was alright to continue with irregular appointments, and whenever required, terminate the services of the irregularly appointed employees on the ground that they were irregularly appointed. This is nothing but a form of exploitation of the employees by not giving them the benefits of regularisation and by placing the sword of Damocles over their head. This is precisely what Umadevi (3) and Kesari sought to avoid.

9. If a strict and literal interpretation, forgetting the spirit of the decision of the Constitution Bench in Umadevi (3), is to be taken into consideration then no irregularly appointed employee of the State of Jharkhand could ever be regularised since that State came into existence only on 15th November, 2000 and the cut-off date was fixed as 10th April, 2006. In other words, in this manner, the pernicious practice of indefinitely continuing irregularly appointed employees would be perpetuated contrary to the intent of the Constitution Bench.

10. The High Court as well as the State of Jharkhand ought to have considered the entire issue in a contextual perspective and not only from the point of view of the interest of the State, financial or otherwise - the interest of the employees is also required to be kept in mind. What has eventually been achieved by the State of Jharkhand is to short-circuit the process of regular appointments and instead make appointments on an irregular basis. This is hardly good governance.

11. Under the circumstances, we are of the view that the Regularisation Rules must be given a pragmatic interpretation and the appellants, if they have completed 10 years of service on the date of promulgation of the Regularisation Rules, ought to be given the benefit of the service rendered by them. If they have completed 10 years of service they should be regularised unless there is some valid objection to their regularisation like misconduct etc.

12. The impugned judgment and order passed by the High Court is set aside in view of our conclusions. The State should take a decision within four months from today on regularisation of the status of the appellants.

13. The appeals are accordingly disposed of.

14. We may add that that it would be worthwhile for the State of Jharkhand to henceforth consider making regular appointments only and dropping the idea of making irregular appointments so as to short-circuit the process of regular appointments.

.....J.

(Madan B. Lokur)

New Delhi;J.

August 01, 2018 (Deepak Gupta)

New Delhi;
August 01, 2018

Extending the benefits of Old GPF/Pension Scheme to Casual Workers

भारत सरकार
वित्त मंत्रालय, व्यय विभाग
केन्द्रीय पेंशन लेख कार्यालय
त्रिकूट-II भीकाजी कामा प्लेस
नई दिल्ली-110066

फोन : 26174596, 28174456, 26174436

GOVERNMENT OF INDIA
MINISTRY OF FINANCE
DEPARTMENT OF EXPENDITURE
CENTRAL PENSION ACCOUNTING OFFICE
TRIKOOT-II, BHIKAJI CAMA PLACE,
NEW DELHI-110066
PHONES : 26174596, 28174456, 26174436

CPAO/IT & Tech/Clarification/P&PW/13(Vol-III)/2018-19/68

13.07.2018

Office Memorandum

Subject :- Procedure for extending the benefits of Old GPF/Pension Scheme to those casual workers covered under the Scheme of 1993 and regularized on or after 01.01.2004.

It has been observed that the pension cases of casual labour who were regularized on or after 01.01.2004 and eligible for old GPF/Pension Scheme vide DOPT OM No. 49014/2/2014-Estt(C) dated 28.07.2016 have not been processed by the concerned Ministries/Departments. In order to avoid the hardship to the pensioners all the Ministries/Departments/PAOs have been requested to finalise the pension cases of the pensioners after following the procedure below:-

- 1) Deptt. may issue the order that the old GPF Scheme/Pension Scheme is applicable to the concerned official.
- 2) CPAO may be requested through concerned Pay & Accounts Office to stop Provisional Pension after cancellation of PO, if issued.
- 3) NSDL may be requested by the concerned PAO to deposit the NPS subscription, Govt. Contribution plus interest thereon into the Govt. Account through ERM of NSDL.
- 4) On receipt of the amount it may be classified by the concerned PAO as below:-

Sl. No.	Component	Head of Account
i)	Adjustment of employee's contribution in Accounts	Amount may be credited to the individual's GPF Account and the account may be recast permitting upto date interest as applicable from time to time. (FR-16 & Rule 11 of GPF Rule)
ii)	Adjustment of Government contribution under NPS in Accounts	To be accounted for as (-) Dr. to object Head "70 Deduct Recoveries under major Head 2071-Pension and Other Recruitment Benefits" and Minor Head "911- Deduct Recoveries of Overpayment" (Para 3.10 of List of Major Minor Heads)

iii)	Adjustment of increased value of subscription account of appreciation of investment.	May be accounted for by crediting the amount to Govt. Account under Major Head "0071- Contribution and Recoveries towards Pension and other Retirement Benefits" and Minor Head "800- Other Receipts." (Note under the above Major Head in List of Major Minor Heads)
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- 5) GPF and Pension case of the concerned official may be processed as per the GPF Rules and CCS (Pension) Rules, 1972 after adjusting the Provisional Pension paid to the pensioner, if paid.

This issues with the approval of the Chief Controller (Pensions).



(Praful Dabral)
Sr. Accounts Officer (IT & Tech)
Ph No.011-26166758

To

1. Joint Secretary (Admn)/Admin in Charge of Ministries/Departments
2. Pr. CCAs/CCAs/CAs/AGs/Administrators of UTs

Copy for information to:

1. Sr. PPS to CGA, O/o The CGA, Mahalekha Niyantarak Bhawan, E-Block, General Pool Office (GPO) Complex, INA, New Delhi.
2. PS to Chief Controller (Pension), CPAO, New Delhi
3. Sr. TD (NIC), CPAO, New Delhi
4. Sr. AO (CDN), CPAO, New Delhi
5. PAOs of all Authorization Sections, CPAO, New Delhi
6. AAO (IT&Tech), CPAO, New Delhi for uploading of this OM on CPAO website.

Sr. Accounts Officer (IT & Tech)

Dress Allowance Related Orders, Demands Letters and Minutes

Redesigning of Uniform

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/Redesign/2017

Date : 23-06-2017

To,

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

Subject : Redesigning of Uniform

Ref.: The discussion held on 16-6-2017.

Respected Sir,

In connection of above cited subject my Union wants to bring some points to your kind consideration, while redesigning the Uniform of the Staff of Department of Posts.

- (i) The present Khakhi Uniform is in existence from 160 years in Department of Posts.
- (ii) The member of public (customers) are in habit of seeing Postman in Khakhi Dress (Uniform).
- (iii) The members of public is knowing the Postman in Khakhi Uniform as a symbol of modest, honest, disciplined Government Servant who serve throughout the year irrespective of heavy rain, heavy cold or heavy temperature.
- (iv) This symbol of the Department is serving at cities as well as remote localities even in hilly areas.
- (v) As the member of public are knowing police in Khakhi, same way they are acquainted with Postman in Khakhi itself.

Sir, sometime in past, it was tried to change the colour from Khakhi to Red and thereafter Blue Shirt and Pant but did not succeed and again the Khakhi continued.

The meeting with Union Representatives were called for redesigning of the Uniform and not for changing the colour. But we were told to select anything except Khakhi. Hence, we selected in haste which were available at that time.

According to the Minutes of 15th June, 2016, the Union Representatives recommended the colour of Uniform.

National Union of Postal Employees Postmen, MTS Group-C

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Ref. No.: NU/P-IV/Redesign/2017

Date : 23-06-2017

- 2 -

While the proposal was discussed on 15th June 2016, it is put forth before Postman and MTS Employees for their suggestions. Following comments are heard by Union.

1. The redesigning of Uniform is to be suggested for private companies and not for Government Department.
2. The said Uniform (available in readymade garment shop only) would be available in big cities only, in small towns and villages those specifications would not be available. The problem of size also would be faced.
3. If the Department thinks to provide the cloth to eligible staff then as per the specifications discussed in the meeting, the stitching charges rate in market are very high and Department would not in a position to provide the same.
4. The redesigning proposal it seems that the individual in said Uniform would be seen as Courier Person or Watchman and not as Government Servant. Except the Logo no any colour of our Department is seen in it.
5. Uniform should be without jacket. Taking into consideration of type of work and the luggage capacity it is not useful for Uniform.
6. It is further observed that from Police Constable to Director General of Police are having Khakhi Uniform in Uniformity. Our Postmen is also having status like Police and in Rank. Hence it would be better to Redesign the Uniform in Khakhi itself.

We represent following things while redesigning of the Uniform.

- (i) Uniform should be of Khakhi in colour. The cloth used for it should be of good quality. Only quality based Tender (QCBS) should be accepted.
L1 Tender based quality should not be accepted instead quality based tender policy be accepted.
- (ii) The new specification of Uniform would be determined with following particulars. Mixture of 67% polyester and 33% viscose cloth be utilised for Uniform. If viscose is not available then 33% cotton can be used. But viscose is the better choice. The cloth for Shirt be from Shirting and for Pant Suiting be used. The said type of cloths are available in the market.
- (iii) For ladies employees, Khakhi Saree and Salwar Kameej Khakhi should be used. Cloth of Kameez in Shirting and Salwar in Suiting and Dupatta in Shirting range would be accepted.

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Ref. No.: NU/P-IV/Redesign/2017

Date : 23-06-2017

- 3 -

- (iv) While redesigning the Uniform, adequate name plate be provided.
- (v) If shoulder patti is to be provided separately, it also should be given our Logo which is stuck to the shoulder.
- (vi) At present there is no provision of belt. Hence, while providing it, the Logo of the Department should be there on it.
- (vii) In respect of proper maintenance of the Uniform for long life two sets of Uniform be supplied for one year.
- (viii) Specifications expected on the redesigning of Uniform should match to the stitching charges which would be given to the staff.
- (ix) Since last many years there is no any increase in stitching charges. Now in market the stitching rate for one dress is Rs. 600/-. Hence, an amount of Rs. 600/- for each dress is to be sanctioned.
- (x) The specifications of FP Chappals, Sweater, Gumboot (shoes), Raincoat and Umbrella are very old one. Kit items specification also need change because old specification chappals/shoes are not available in the market. The same are considered according to the new and available specifications in the market.
- (xi) The specification for Uniform, Chappal, Sweater, Raincoat, Umbrella etc. be fixed and according to Seventh Central Pay Commission recommendations an amount of Rs. 10,000/- (Rs. Ten thousand) be paid each year in cash.
- (xii) If there is no possibility of the cash payment for those items then the Quality based Tender (QCBS) for the same should be fixed.

Sir, in our Department only Postman/Mailguards and MTS are having Uniforms, all other officials are not eligible for it. Hence, all other may not know the importance of the Uniform and its colour, design etc. Hence, it is earnestly requested to consider the colour and redesigned one with care taking into consideration of past experience.

I hope your kind Honour would consider our views in this regards.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and President FNPO

CC for information and necessary action

1. Secretary General,
FNPO

Grant of Rs. 10,000/- per year as Dress Allowance

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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Ref. No.: NU/P-IV/Postman & MTS/Dress Allowance/2017

Date : 22-07-2017

To,

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

**Subject : Grant of Rs. 10,000/- per year as Dress Allowance /
Cost of Dress instead of supply of Uniform by the Department.**

Respected Sir,

We would like to bring it to your kind notice that 7th CPC recommendation instead of supply of Uniform, fixed amount is recommended.

Taking into consideration the matter we have decided in our CWC held during 16th to 18th July, 2017 resolved that Rs. 10,000/- may be paid per year for purchase of Uniform.

The Department will give the design for Khaki Uniform and accordingly the stitching charges for Uniform will be provided by the Department.

Chappals should be removed from the list of kit items and **Shoes should be made compulsory** to all. The design and **specification should** be fixed and provided by the Department.

It is therefore requested that our demand may be considered.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and

President FNPO

CC for information and necessary action

1. All CHQ Office Bearers and

All Circle Secretaries

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

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Ref. No.: NU/P-IV/Uniform Allowance (P'man)/2017

Date : 12-10-2017

To,

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

[Kind Attention : Shri Rajesh Singh, DDG (E&MM), Dak Bhawan]

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.: No. 19051/1/2017-E-IV, Ministry of Finance,
Department of Expenditure, New Delhi the 2nd August, 2017

Respected Sir,

In continuation of my earlier letter dt. 16-9-2017; 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)/2017**Date :** 12-10-2017**- 2 -**

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. 600/- |
| (ix) | Name Plate | Rs. 200/- |

Rs. 16,820/-

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.

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Ref. No.: NU/P-IV/Uniform Allowance (P'man)/2017

Date : 12-10-2017

- 3 -

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
President FNPO

Implementation of Recommendations of Seventh CPC on Dress Allowance

F. No. 14/4/2015-JCA 2
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)
Establishment (JCA-2) Section

North Block, New Delhi
Dated: August 31, 2017

OFFICE MEMORANDUM

Subject : Implementation of recommendation of the Seventh Central Pay Commission on Dress Allowance - regarding.

The undersigned is directed to state that in pursuance of the decisions taken by the Government on the recommendations of Seventh Central Pay Commission, and in supersession of the existing Orders relating to admissibility of Uniform Allowance/Washing Allowance/Stitching Charges/Shoe Allowance, etc. to common categories of Group 'C' and erstwhile Group 'D' employees of various Ministries/Departments, including attached/subordinate offices, who are supplied Uniform and are required to wear them regularly, they shall be paid Dress Allowance at the rate of Rs. 5000/- per year.

2. The Uniform Allowance/Washing Allowance/Stitching Charges/Shoe Allowance, etc. have been subsumed in Dress Allowance.
3. The categories of Staff who were earlier being provided uniforms if any, shall henceforth not be provided with Uniform.
4. Allowance related to maintenance and washing of Uniform is subsumed under Dress Allowance, and will not be payable separately.
5. The amount of Dress Allowance shall be credited to the salary of employees directly once a year in the month of July.
6. The rate of Dress Allowance shall be, as mentioned in para-1 above, Rs. 5000/- per year. The rate of Dress Allowance shall go up by 25% every time the Dearness Allowance rises by 50%.
7. This allowance covers only the basic Uniform of the employees. Any special clothing will continue to be provided by the concerned Ministry as per existing norms.
8. This order shall take effect from 1st July, 2017.

Hindi version will follow.

To

All Ministries/Departments of the Government of India


(D. K. Sengupta)
Deputy Secretary (JCA)

Minutes of Meeting to Discuss the New Design of Uniform

F. No. 23-1/2015-UPE
Government of India
Ministry of Communications & IT
Department of Posts
(UPE Section)

Dak Bhawan, Sansad Marg, New Delhi
Dated 24 June, 2016

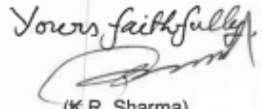
To

Subject : Minutes of Meeting to discuss the new design of Uniform for Postmen (Ladies & Gents) held on 15th June, 2016 at G.P. Roy Committee Room, Dak Bhawan, New Delhi

Sir,

I am directed to enclose a copy of minutes of the meeting held on Wednesday the 15th June, 2016 at 15.00 hrs. at G.P. Roy Committee Room, Dak Bhawan, New Delhi to discuss the new designs of Uniform for Postmen (Ladies & Gents) as developed by National Institute of Technology, Delhi for kind information.

Yours Faithfully



(K.R. Sharma)
Director (Estates & MM)

Shri R.N. Parashar, Secretary General
National Federation of Postal Employees
1st Floor, Post Office Building, North Avenue,
NEW DELHI - 110 001

Shri D. Theagarajan, Secretary General,
National Federation of Postal Organisation,
T-24, Atul Grove Road,
NEW DELHI-110 001

Shri Santosh Kumar Singh, Secretary General, BPEF,
Sorting Assistant, RMS 'O' Dn.,
Camp : 11/4 P&T Colony,
Malviya Nagar, Aishbagh, LUCKNOW-226 004

Ms. R. Seethalaksmi, General Secretary,
All India Postal Employees Union,
Postmen & Gr. D/MTS,
17/3-D, Type-III, P&T Quarters,
Kalibari Marg, NEW DELHI-110 001

MM Division**E. No. 23-1/2015-UPE****Dated : 27th June, 2016.**

Minutes of Meeting held on Friday the 15th June, 2016 in Dak Bhawan, New Delhi with Office Bearers of National Federations/Postmen Unions to discuss the new designs of Postmen Uniform developed by National Institute of Fashion Technology, Delhi.

A Meeting was held on 15th June, 2016 at 03.00 PM in G.P. Roy Committee Room, Dak Bhawan, New Delhi under Chairmanship of Secretary (Posts) to discuss the new designs of Postmen Uniform developed by National Institute of Fashion Technology (NIFT), Delhi with the Office Bearers of National Postal Federations/Postmen Unions. The list of participants is enclosed at Annexure 'A'.

2. Shri P.K. Swain, DDG (Estates & MM), extended a very warm welcome to Secretary (Posts), Member of Postal Services Board and all representatives and Office Bearers and all representatives of National Federations/Postmen Unions. Estates Division of the Directorate made a detailed Power Point Presentation on the provision for the existing system and design of Uniform in the Department and particularly w.r.t. postmen, while bringing out the design of postmen uniform being followed in some foreign postal administrations across the world. Estates Division also presented various new perspective designs of Postmen Uniform (Ladies & Gents) as developed by NIFT, Delhi, based on their recent survey with Postmen (working in different places in India) on existing & new designs of Uniform. The various Postmen Uniform as developed by NIFT, Delhi such as pant, shirts, cardigan and belts for gents and Salwar-Kameez, Sari-blouse as well as cardigans for ladies, vest and cap common to both ladies and gents postmen, were presented on power point.

3. Thereafter, a live demo of the various prototypes of new designs of postman uniform as fabricated by NIFT, Delhi was presented before the participants and the office bearers of National Postal Federations/Postmen Unions participated in a detailed discussion on new designs and colour combination for postmen uniform (Ladies & Gents) based on functionality, comfort, maintainability, taste and brand image etc. in the Country. The pictograph of new coloured designs for Postmen Uniform (for ladies & gents) chosen and short-listed by office bearers and representatives of

National Postal Federations & Postmen Unions during the meeting is enclosed in Annexure-B. The uniform recommended as above are (i) blue pant, beige shirt with blue pocket flaps with blue collar and blue contrast flap on sleeve of arm (ii) blue and beige colour Cardigan (sweater) for men (iii) belt with two in-built pouches/pockets (black) (iv) beige sari with blue border and blue blouse with beige border on arm (v) beige colour kameez with blue colour, with blue salwar (vi) Blue Cardigan (full sleeve) with beige border (vii) beige colour caps with blue shadow (viii) Red colour vests with grey stripes.

4. Office Bearers and representatives of National Postal Federation & Postmen Union further suggested to request NIFT, Delhi, also to fabricate the uniform in 50:50 blends (approximate blend) of polyester and cotton fabric for new designs for better experience in extreme climate due to higher percentage of cotton.

5. Accordingly after deliberations, it was decided to approach NIFT, Delhi to additionally fabricate the shortlisted Postmen uniform designs (for ladies and gents) on fabric of approximate 50:50 (polyester : cotton) as commercially available in market, in addition to fabrication by 67:33 blend of polyester:cotton for better appreciation.

6. The meeting was ended with the vote of thanks to the Chair and participants.

Annexure-A

S. No.	Officers of Postal Directorate	S. No.	Office Bearers of National Federations/ Postmen Unions (S/Shri)
1.	Shri S.K. Sinha, Secretary (Posts)	1.	R.N. Parashar, Secretary General, National Federation of Postal Employees (NUPE)
2.	Shri Ashutosh Tripathi, Member (Personnel)	2.	D. Theagarajan, Secretary General, National Federation of Postal Organisation
3.	Shri B.V. Sudhakar Member (Technology)	3.	S.K. Singh, Secretary General, BPEF
4.	Shri M.S. Ramanujan Member (Banking, HRD & PLI)	4.	T.N. Rahate, General Secretary (NUPE)
5.	Shri P.K. Swain, DDG (Estates & MM)	5.	N.N. Mujawar, ASG, FNPO
6.	Ms. Manju Pandey, DDG (P)	6.	S.S. Jadhav, GS, BPEO
7.	Shri K.R. Sharma Director (Estates & MM)	7.	Prasaut Torasker, AGS, BPEO
8.	Shri Narender Gautam, ASO	8.	Ms Seethalakshmi, GS, AIPEU, NFPB

**Implementation of Recommendation of the
Seventh Central Pay Commission on Dress Allowance - Reg. DoPT**

F. No. 12-6/2017-UPE
Government of India
Ministry of Communications & IT
Department of Posts
(UPE Section)

Sansad Marg, Dak Bhawan, New Delhi.
Dated: 4th January, 2018

To

All Heads of Circles

**Subject : Launching of Khakhi Colour Uniform for Department of Posts Personnel
consisting of Postmen/Women & MTS.**

Sir,

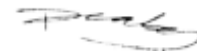
I am directed to inform that new Khakhi Colour Uniform for personnel consisting of postmen/women & MTS has been approved by Hon'ble Minister of State for Communication (I/C) on 16.11.2017. Hon'ble MOS (C) (I/C) will shortly launch the new uniform for postal staff. Necessary arrangement may be made by the Circles for facilitating the easy availability of the new uniform to the postmen staff so that Dress allowance could be utilized to procure the same.

Circles are requested to kindly inform the Postal Cooperative Societies to get themselves registered with GeM Portal for procurement of Uniform for the postman.

A soft copy of the specification provided by NIFT is e-mailed along with both of likely vendor who can provide for pre-stitched uniform for necessary action at your end.

Yours faithfully,

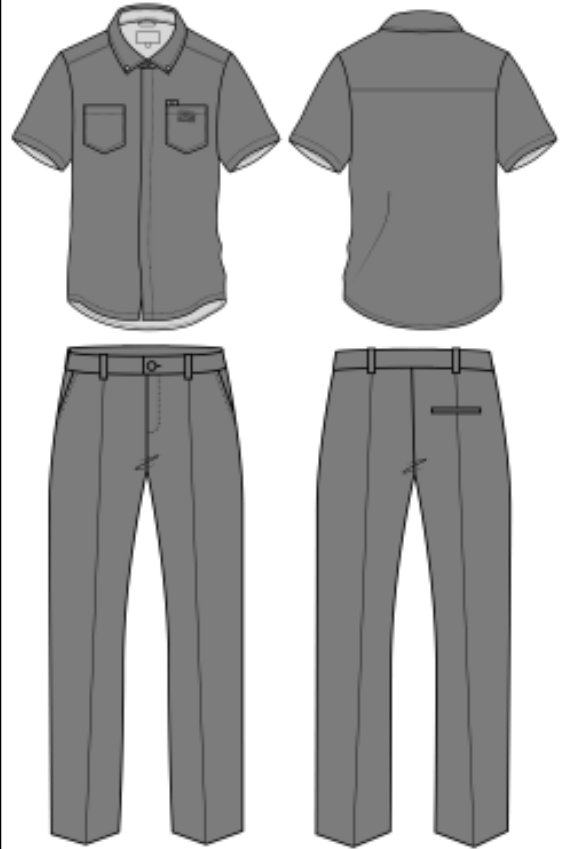
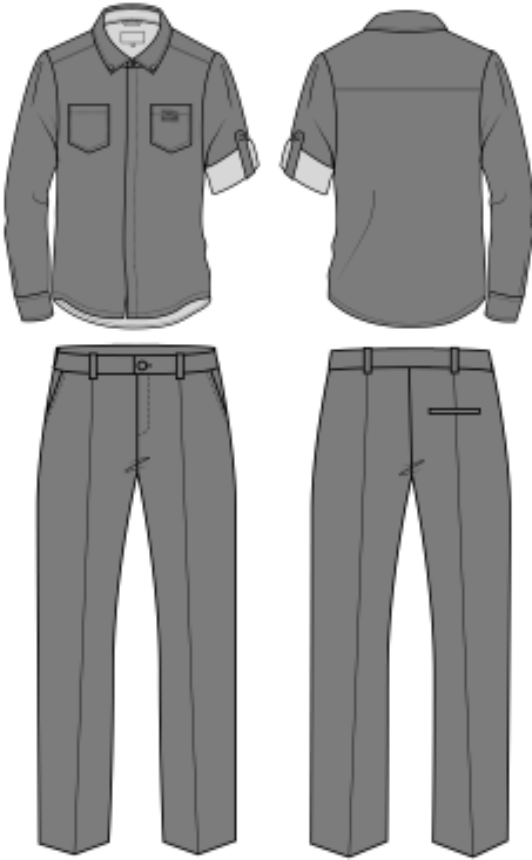
Encl: As above

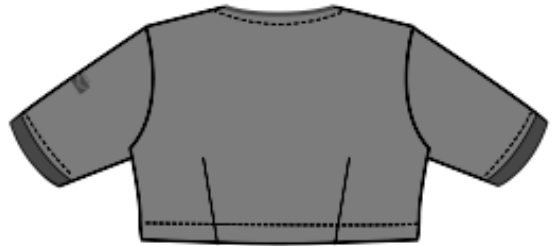


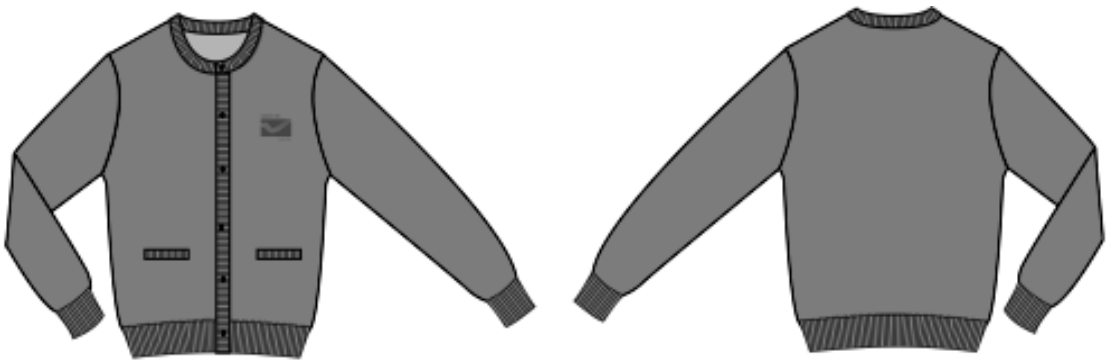
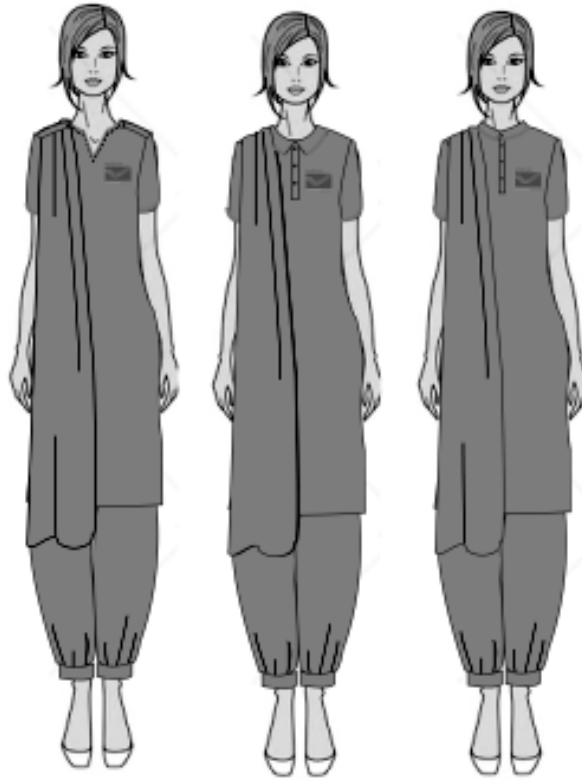
(Prabhudas Xalxo)

Asstt Director General (Bldg)

Ph. 011-23096037







Implementation of decision relating to the grant of Children Education Allowance

No. A-27012/02/2017-Estt. (AL)
Government of India
Ministry of Personnel, P.G. and Pensions
Department of Personnel & Training

New Delhi, 16th August, 2017.

Subject : Recommendations of the Seventh Central Pay Commission -
Implementation of decision relating to the grant of Children Education Allowance

.....

Consequent upon the decision taken by the Government on the recommendations made by the Seventh Central Pay Commission on the subject of Children Education Allowance Scheme, the following instructions are being issued in supersession of this Department's OM dated 28-4-2014:-

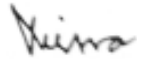
- (a) The amount fixed for reimbursement of Children Education Allowance will be Rs. 2250/- pm.
- (b) The amount fixed for reimbursement of Hostel Subsidy will be Rs. 6750/- pm.
- (c) In case both the spouses are Government Servants, only one of them can avail reimbursement under Children Education Allowance.
- (d) The above limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%. The allowance will be double for differently abled children.

2. Further, reimbursement will be done just once a year, after completion of the financial year. For reimbursement of CEA, a certificate from the head of institution, where the ward of government employee studies, will be sufficient for this purpose. The certificate should confirm

that the child studied in the school during the previous academic year. For Hostel Subsidy, a similar certificate from the head of institution will suffice, with the additional requirement that the certificate should mention the amount of expenditure incurred by the government servant towards lodging and boarding in the residential complex. The amount of expenditure mentioned, or the ceiling as mentioned above, whichever is lower, shall be paid to the employee.

3. These orders shall be effective from 1st July, 2017.
4. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and auditor General of India.

Hindi version will follow.



(Navneet Misra)

Under Secretary to the Govt. of India

To

1. All Ministries/Departments as per standard mailing list.
2. NIC with a request to upload the OM on the website of DoPT.

**PROFORMA FOR RE-IMBURSEMENT OF
CHILDREN EDUCATION ALLOWANCE**

CLAIM FOR THE ACADEMIC YEAR: 2017-18

I hereby apply for the reimbursement of Children Education Allowance/Hostel Subsidy for my Child/Children and relevant particulars are furnished below:-

1	Name & Rank of the Government Servant :				
2	Personal NO :				
3	Designation :				
4	Name of the Unit :				
5	If Spouse is employed, state whether in Central Govt., PSU, State Govt. (give details with name of Spouse)				
6	Designation, Office & B.U. No of Spouse, if Spouse is employed in Railway				
7	Details of the Child / Children for whom CEA / Hostel Subsidy claimed:-				
	Sequence	Name of Child	DOB	Standard (AY 2017-18)	Name & Place of the School/Institution
	1st Child				
	2nd Child				

8 Re-imbursement of Expenditure:-

Sequence	Period	Rate of CEA	Amount Claimed	Remarks
1st Child	April 17 to Jun 17			
	Jul 17 to Mar 18			
2nd Child	April 17 to Jun 17			
	Jul 17 to Mar 18			
Total amount claimed Rs				

9 Distance of Hostel of Child from residence of employee (in case Hostel Subsidy) :

10 Amount of CEA / Hostel Subsidy received upto previous quarter :

11. The Academic year for which CEA/Hostel Subsidy now :

12 (a) Whether the child for whom the CEA is applied for is a disabled child: Yes/No

(b) If yes, indicate the nature of disability:

(c) Date of disability certificate :

(d) Indicate the percentage of disability :

13 Whether the Bonafide certificate from Head of Institution has been attached: Yes/No

14 For Hostel Subsidy, the Bonafide Certificate from mentioning the amount is attached :

15 If yes at Item No. 14, amount claimed for Hostel Subsidy : Rs

16 (a) Certified that I or my wife / husband is / is not a Central Government Servant.

(b) Certified that my wife/husband Shri/Smt..... is presently working as in and that he/she shall not apply/has applied for the Children Education Allowance for the child/children mentioned above.

(c) Certified that I or my wife/husband has not claimed this re-imburement from any other source and will not claim the same in future.

17. Certified that my child in respect of whom re-imburement of Children Education Allowance is applied is studying in the School/Jr. College which is recognized and affiliated to Board of Education/University.

18. Certified that I am claiming the CEA in respect of my two eldest surviving children only. The information furnished above are complete and correct and I have not suppressed any relevant information. In the event of any change in the particulars given above which affect my eligibility for reimbursement of Children Education Allowance, I undertake to intimate the same promptly and also to refund excess payment if any made. Further, I am aware that if at any stage the information/documents furnished above is found to be false, I am liable to disciplinary action.

Date :

(Signature of Govt Servant)

Place

Name :

Authority vide Government of India
Ministry of Personnel, P.G. and Pensions Department of Personnel & Training New Delhi
Order No. N..A-27012/02/2017-Estt. (AL) 16 August, 2017.
(This Order shall be effective from 1st July, 2017)

CERTIFICATE FROM THE HEAD OF INSTITUTION/SCHOOL

(FOR REIMBURSEMENT OF CEA)

SELF-DECLARATION

I Force No Rank Name
Unit do hereby certify that my Son/Daughter Name
..... was studied in Class Sec
..... Roll No During the previous academic year
in..... School.

In the event of any change in the particulars given above which affect my eligibility for Children Education Allowance. I undertake to intimate the same promptly and refund excess payment, if any made to me.

Place :-

Date :-

Signature

Name :

F/No. :

Rank :

Authority vide Government of India
Ministry of Personnel, P.G. and Pensions Department of Personnel & Training New Delhi
Order No. No.A-27012/02/2017-Estt. (AL) 16 August, 2016.
(This Order shall be effective from 1st July, 2017)

CERTIFICATE FROM THE HEAD OF INSTITUTION/SCHOOL

(FOR REIMBURSEMENT OF CEA)

Ref. No

Date :

It is certified that

Master/Kumari..... having
admission No D.O.B. Son/Daughter
of Mr /Mrs as studying
in Class Sec Roll No.during the previous
academic year from to School / Institution
Namely vide affiliation Regd
No./Code and pattern curriculum

Place : -

Date : -

Signature of School Principal

Affix School Stamp

MACP Related All Orders and Correspondence

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

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

To

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

No. 1-20/2008-PCC

Dated : 04 Nov 2013

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

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

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

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

Pay will be fixed in such cases as on 1.1.2006 strictly in accordance with provisions of CCS (RP) Rules, 2008 and the officials due for financial upgradation during the period from

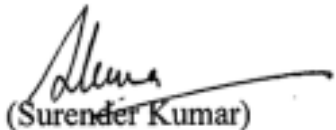
1.1.2006 to 31.8.2008 will be allowed the notified pay bands with grade pays/corresponding pay bands with grade pays with reference to pre-revised pay scales or the pay bands with next higher grade pays as the case may be. With the introduction of MACPS effective from 01.09.2008, their admissibility of financial upgradation may be reviewed on 01.09.2008 with reference to promotions/ financial upgradation earned applying provisions of Para 5 of Annexure I to MACPS. Thereafter, the provisions of the MACPS as mentioned in Annexure I to MACPS will come into play. As an example, in respect of erstwhile Group D conferred TBOP prior to 01.01.2006 in pay scale of Rs.2610-4000, their pay will be fixed on 01.01.2006 in the grade pay of Rs. 1800 and on getting BCR between 01.01.2006 and 31.08.2008, they will be granted grade pay of Rs. 1900 with 3% fixation benefit corresponding to the pre-revised BCR scale of Rs. 3050-4590 and the official becomes entitled to 2nd and 3rd financial upgradation as the case may be under MACPS with effect from 01.09.2008.

(b) Cases where there is defined promotional hierarchy :

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

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

This issues with the approval of the competent authority.



(Surender Kumar)

Assistant Director General (GDS/PCC)

Clarification - Officials Covered by TBOP/BCR/ACP Schemes

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

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

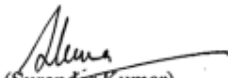
To

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

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

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

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


(Surender Kumar)

Asstt. Director General (GDS/PCC)

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

Department of Posts
Office of the Chief Postmaster General, Maharashtra Circle, Mumbai-400 001.

To,
The PMG Mumbai/Pune/Nagpur/Aurangabad/Goa/MM
All Divisional heads/Unit heads in Maharashtra Circle

No. STA/10-35/MACP/Corr

Dated at Mumbai-1

30/1/2018

Subject: - Implementation of orders on MACP dtd 4/11/2013

As per four monthly agenda item no.18-1/P-IV/2/2016 discussed during the four monthly meeting held on 22.11.2016, it was decided that, a workshop will be conducted in all the regions.

As per this decision, workshops have been conducted at Pune, Mumbai, Kolhapur & Nagpur. A set of copies of orders related to MACPs alongwith illustrations of Postman and MTS Staff for fixation of pay were also handed over to ASP(HQ) for ready reference. As per the discussion held during each workshop, it is observed that, orders on MACP have not been implemented by the divisions till date.

For implementation of MACP orders dtd 4/11/2013 and its subsequent orders, Accountants/APM Accounts/AHROs will examine each case on the basis of MACP orders on the subject and illustrations shown in workshop and thereafter all divisional head will conduct a special review DPC for giving MACP benefit to Postman/MG and MTS Staff.

It should be ensured that, all the work should be completed within two months from the date of issue of this order and report compliance. A fortnightly report should be sent to this office about no. of cases examined by HOs/AHROs and no. of cases pending.

**Encl:-Illustrations of Fixation of
Postman/MG and MTS Staff**

Sd/-
(S.B. Vyavahare)
Asstt. Postmaster General (Staff),
O/o Chief Postmaster General,
Maharashtra Circle, Mumbai-1.

F.No. 35034/3/2015-Estt. (D)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training

North Block,
New Delhi
Dated the September 27, 2016

OFFICE MEMORANDUM

Subject : Modified Assured Career Progression Scheme (MACPs) for the Central Government Civilian Employees - Implementation of Seventh CPC Recommendations.

The Modified Assured Career Progression Scheme was introduced with effect from 01.09.2008 in pursuance of the recommendations of the Sixth Pay Commission by this Department's OM No. 35034/3/2008-Estt (D) dated 19th May, 2009. Subsequently, clarifications/FAQs were issued vide OM dated 16.11.2009, 09.09.2010, 01.04.2011, 13.06.2012, 04.10.2012 and 10.12.2014. These instructions are in force with effect from 01.09.2008.

2. The 7th Central Pay Commission (CPC) in para 5.1.44 of its report has recommended inter-alia as follows:

“MACP will continue to be administered at 10, 20 and 30 years as before. In the new Pay Matrix, the employee will move to immediate next level in hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the Pay Matrix. MACPs will continue to be applicable to all employees up to Higher Administrative Grade (HAG) level except members of Organised Group ‘A’ Services.”

3. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7th CPC accepted by the Government, the Modified Assured Career Progression Scheme (MACPs) will continue to be administered at 10, 20 and 30 years as before. Further, Para 1 and 2 of the existing Scheme (Annexure to this Department's OM No. 35024/3/2008-Estt. D dated 19th May, 2009) will be substituted by the following words:-

“1. There shall be three financial upgradations under the MACPs as per 7th CPC recommendations, counted from the direct entry grade on completion of 10, 20 and

30 years services respectively or 10 years of continuous service in the same level in Pay Matrix, whichever is earlier.

2. The MACPs envisages merely placement in the immediate next higher level in the Pay Matrix as given in PART A of Schedule of the CCS (Revised Pay) Rules, 2016. Thus, the level in the Pay Matrix at the time of financial upgradation under the MACPs can, in certain cases where regular promotion is not between two successive levels in the Pay Matrix, be different than what is available at the time of regular promotion. In such cases, the higher level in the Pay Matrix attached to the next promotion post in the hierarchy of the concerned cadre/organisation will be given only at the time of regular promotion.”

4. The 7th Central Pay Commission (CPC) in para 5.1.45 of its report has interalia recommended as follows:

“Benchmark for performance appraisal for promotion and financial upgradation under MACPs to be enhanced from ‘Good’ to ‘Very Good’.”

5. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7th CPC accepted by the Government, para 17 of the Scheme (Annexure to OM No. 35024/3/2008-Estt. D dated 19th May, 2009) shall be substituted by the following words:-

“17. For grant of financial upgradation under the MACPs, the prescribed benchmark would be ‘Very Good’ for all the posts.”

6. These changes will come into effect from 25th July, 2016, i.e. from the date of resolution notified by Department of Expenditure, Ministry of Finance regarding acceptance of the recommendations of the 7th CPC.

7. The comprehensive MACP Scheme on acceptance of Seventh Central Pay Commission recommendations will be issued separately.

Sd/-

(Jayanthi G.)

Director (E.I)

Tel: 23092479

To

All Ministries/Departments of Government of India.

File No. 4-7/(MACPS)/2009-PCC
Government of India
Ministry of Communication & IT
Department of Posts
(Establishment Division)

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated 23.06.2016

Corrigendum

To,

All Heads of Circles

Subject : Modified Assured Carrier Progression Scheme to Central Government Civil Employees with effect from 01.09.2008.

I am directed to refer this Directorate Office Memorandum of even number dated 18 Sep 2009 on the subject mentioned above.

2. In the salient feature of MACPs circulated vide aforesaid OM, in top 3rd and 4th lines of Para 9 at Page No. 6, the sentence "Service rendered on adhoc/contract basis before regular appointment or pre-appointment training shall not be taken into reckoning" be replaced by the sentence "Service rendered on adhoc/contract basis before regular appointment on pre-appointment training shall not be taken into reckoning."

3. The same may be brought to the notice of all concerned. All other entries hold good.



(R.L. Patel)

Assistant Director General (GDS/PCC)

Copy to

1. Chief General Manager, PLI, Chanakyapuri, New Delhi
2. Chief General Manager, BD Directorate, New Delhi
3. Senior PPS to Secretary (P)/IS&FA/Secretary (PSB)
4. Addl. Director General, APS, R.K. Puram, New Delhi-110066
5. Director, Postal Staff College, Ghaziabad/All Directors, Postal Training Centers
6. All Directors/Deputy Directors of Accounts (Postal)
7. Principal Director of Audit (Postal), Delhi-110054
8. The Officer in Charge, APS Record Office, Kamptee.
9. All Recognized Unions/Associations/Federations.
10. All Members/Sr. D.D.G./D.D.Gs.
11. Resident Auditor Postal Directorate, C&A (PB, PAP, GA (Admn.), SPG

Very Important Order of MACP Benchmark for Promotion

No. 20-45/2016-SPB-II
Government of India
Ministry of Communications
Department of Posts
(Personnel Division)

Dak Bhavan, Sansad Marg,
New Delhi-110001
Dated the 1st February, 2017

To

All Chief Postmaster(s) General

Subject : Clarification on Benchmark for promotion.

Sir,

I am directed to refer to subject cited above and to say that the modalities of the benchmark to be taken for promotion after implementation of 7th Pay Commission Report has been examined in consultation with Department of Personnel & Training (DOPT). DOPT has stated that the modalities of the benchmark are being examined in consultation with UPSC and Department of Legal Affairs. In this regard, all Circles are, hereby, requested to follow instructions contained in DOPT's OM No. 35034/7/97-Estt (D) dated 8-2-2002 until further clarification is uploaded/issued by DOPT on its website or issued by DoP. A copy of DOPT's ID No. 1211382/2016/CR dated 8-12-2016 is enclosed.

Yours faithfully



(Satya Narayana Dash)
Assistant Director General (SPN)

Copy to : Director (Estt) for information.

Ministry of Personnel, Public Grievances & Pension
Department of Personnel & Training


North Block, New Delhi

Sub : Benchmark for promotion regarding.

Reference is invited to Department of Posts ID note dated 28-11-2016 seeking clarification of this Department on the above subject.

2. The government has accepted the recommendation of the 7th Central Pay Commission regarding benchmark for promotion. The modalities of the same are being examined within this Department in consultation with the Union Public Service Commission and Department of Legal Affairs.
3. The same will be placed in the public domain after its finalization. The instructions/ guidelines issued by this Department are generally prospective in nature.
4. The file [no. 20-45/2016-SPB.II] is returned herewith.

Encl: As above



(Rajesh Sharma)

Under Secretary to Govt. of India
Tel. No. 2304 0340

Director (SPN), Department of Posts [Shri G. Rajeev]

DoP&T ID no. 1211382/2016/CR dated 8.12.2016

Replies Received from the Directors

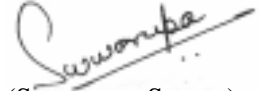
Grant of Special Casual Leave to hold DWC Meeting

No. 10-01/2016-SR
Government of India
Ministry of Communications & IT
Department of Posts
(SR Section)

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated the 17th November, 2016.

Subject :- Request for grant of Special Casual Leave to DWC Members of Divisional/ Branch Union of NU P-IV to hold DWC/BWC Meeting once within three months period.

Kindly find enclosed a copy of letter No. NU/P-IV/Spl. CL/DWC/2016 dated 15-09-2016 received from General Secretary, National Union of Postal Employees, Postmen & Group-D/Multi Tasking Staff Group 'C' on the above mentioned subject, for necessary action at your end. A reply may be sent to the association directly under intimation to this Division.



(Swwarupa Saraan)
Assistant Director General (SR & Legal)

Encl:- As stated above

DDG (P)

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



(Swwarupa Saraan)
Assistant Director General (SR & Legal)

**To provide food/tiffin to Staff
working on Holiday/Late Night Working**

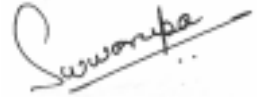
No. 10-01/2016-SR
Government of India
Ministry of Communications
Department of Posts
(SR Section)

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated the 14th December, 2016

**Subject : Request for issue of instructions to provide food/tiffin to staff working
on Holiday/Late Night Working.**

Kindly find enclosed a copy of Letter No. FNPO/Supply of Tiffin/2016 dt. 22-11-2016 received from General Secretary, National Union of Postal Employees, Postmen & Group D/Multi Tasking staff Group 'C' on the above mentioned subject, for necessary action at your end. A reply may be sent to the association directly under intimation to this Division.

Yours faithfully,

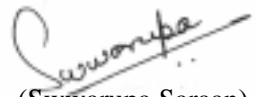


(Swwarupa Saraan)
Assistant Director General (SR & Legal)

Encl: - As stated above

DDG (FS)

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



(Swwarupa Saraan)
Assistant Director General (SR & Legal)

**Reply Received from ADG (SR & Legal) regarding cases of
Individual Government Servants relating to service matters**

No. 10-11/2016-SR
Government of India
Ministry of Communications & IT
Department of Posts
(SR Section)

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated the 25th October, 2016.

To,
General Secretaries of all Recognized Service Associations.

**Subject :- Circulation of Instructions No. 31-3/66-SR dated 24.11.66 regarding cases
of individual Government Servants relating to service matters.**

Sir/Madam,

Your attention is invited to this Department's instructions No. 31-3/1966-SR dated 24.11.66 regarding cases of individual Government servants relating to service matters. As per the instructions, it is informed that "the service associations shall not espouse or support the cause of individual Government Servants relating to service matters. When such references are received, the Service Associations may be informed that they are precluded from taking up individual cases with the Administration and as such, their references are being filed."

2. In view of above, it is requested that Service Associations may not take up individual cases. The individuals Complainants may take up their issues individually at Circle level or Directorate level with the Public Grievances Division.

3. This issues with approval of Secretary (Posts).



(Swwarupa Saraan)
ADG (SR & Legal)

No. 4-23/2009-PAP
Government of India
Ministry of Communication & IT
Department of Posts
(Establishment Division)/P.A.P. Section,
Dak Bhawan, Sansad Marg, New Delhi-110001

Dated : 12th June, 2017

To

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

Sub : Continued grant of HRA to the Postal Staff working at Koradi Thermal Power Station
PO near Nagpur in Maharashtra Circle for the period from 01.02.2011 to 31.01.2017 - reg.

Ref.: Your Office No. FNPO/Koradi/HRA/2017 dated 07.01.2017.

I am directed to refer your above quoted letter on the above subject received from this office's SR & Legal Cell vide their letter No. 10-01/2017-SR & Legal dated 29th March, 2017. The Association has mentioned that this office has not issued necessary HRA sanction for the above said period despite that the correspondence was made much earlier by the Circle.

2. In this regard, it is stated that on receipt of the proposal for the period from 01.02.2011 to 31.01.2017, the Directorate has processed the proposal in time and also issued necessary HRA sanction in time in favour of postal staff working at Koradi Thermal Power Station PO near Nagpur in Maharashtra Circle vide letter of even dated 16.03.2017 (copy enclosed).

Sd/-

(K.V. Vijayakumar)
Assistant Director General (Estt.)

Copy to for information:-

Assistant Director General (SR & Legal) w.r.t. their letter No. 10-01/2017 - SR dated 29.03.2017.

(K.V. Vijayakumar)
Assistant Director General (Estt.)

No. 4-23/2009-PAP
Government of India
Ministry of Communication & IT
Department of Posts
(Establishment Division)/P.A.P. Section,
Dak Bhawan, Sansad Marg, New Delhi-110001

Dated : 16th March, 2017

To

The Postmaster General,
Nagpur Region,
Maharashtra Circle,
Nagpur-440010.

Sub : Continued grant of HRA to the Postal Staff working at Koradi Thermal Power Station PO near Nagpur in Maharashtra Circle for the period from 1-2-2011 to 31-1-2017 - reg.

Ref.: Your Office No. Estt/4-1/2/HRA-CCA/2012 dated 30-11-2015/1-12-2015, 16-3-2016, Estt./4-1/2/HRA 2016 dated 16-3-2016, 16-11-2016, 3-2-2017 and 3-3-2017.

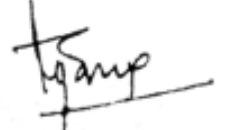
I am directed to state that Koradi Thermal Power Station PO **near Nagpur City** fulfills condition prescribed in Para 3(b)(iii) of the Ministry of Finance OM No. F.2 (37)-E.II (B)/64 dated 27-11-1965. The President is accordingly pleased to decide that regular departmental postal employees having their place of duty in Koradi TPS PO in Nagpur City Division may be granted House Rent Allowance at the same rates as appropriate to those posted within the qualified city of Nagpur subject to the fulfillment of conditions laid down in the Ministry of Finance OM dated 27-11-1965 referred to above, as amended from time to time.

2. The Orders will take effect from **1-2-2011** (a) upto **31-1-2017** (b) till the conditions prescribed in Para 3(b)(iii) of the OM dated 27-11-1965 referred to above continues to be fulfilled in respect of Koradi TPS PO in Nagpur City Division or (c) until issue of any further orders in the matter by the Ministry of Finance, Department of Expenditure, New Delhi whichever period is the earliest. This is in continuation of this office letter **No. 4-23/2009-PAP** dated **18-11-2010**. Under no circumstances the enhanced HRA be paid after expiry of sanction and without proper renewal from the Competent Authority. **It may be ensured that while granting HRA to the Postal Staff**

working at the above Post Office, the recommendations of Seventh Pay Commission may be kept in view.

3. The expenditure is debitable to the head 'Salaries under Major Head 3201 - Postal Services' under relevant abstract and should be met from the sanctioned grant.

4. This issues with the concurrence of Finance Advice vide their **Diary No. 325/FA/2017/CS dated 16-03-2017.**



(K.V. Vijayakumar)

Assistant Director General (Estt.)

Copy to for information:-

1. The Chief Postmaster General, Maharashtra Circle, Mumbai. **It is requested to revalidate the period beyond 31-01-2017. It is mentioned here that no proposal would be considered where the Dependency Certificate will not bear the name, stamp and SEAL of the District Collector of the area concerned. Further, the date of validity of the Dependency Certificate should cover the date of issue of the certificate in future cases.**

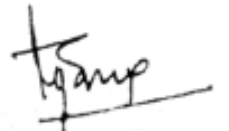
2. The Deputy Director of Accounts Postal, Nagpur.

3. Director of P&T Audit, Nagpur

4. Sr./Supdt. of Post Offices Nagpur City Division.

5. The Finance Advice Section, Department of Post, Dak Bhawan, New Delhi.

6-9. The Guard File/The Sanction File/The Office Copy.



(K.V. Vijayakumar)

Assistant Director General (Estt.)

Posting of Arm Guard/Gunman Watchmen for Postal ATM

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 4th December, 2017

To
The Chief Postmaster General,
West Bengal Circle,
Calcutta.

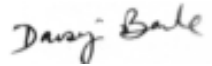
**Subject : Posting of Arm Guard/Gunman Watchmen for Postal ATM working at
24 hours - Case of W.B. Circle.**

Sir/Madam,

I am directed to enclose herewith a copy of each of two letters No. NU/P-IV/W.B./ATM Arm Guard/2/2017 dated 24-10-2017 received from General Secretary, National Union of Postal Employees, Postmen & Multi Tasking staff Group 'C' on the above mentioned subject. In this connection, it is requested that the matter may be looked into and necessary action be taken at your end. A reply may be sent to the Association directly under intimation to this Division.

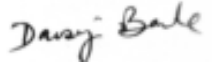
Yours faithfully,

Encl: As Above



(Daisy Barla)
Director (SR & Legal)

Copy to : General Secretary, National Union of Postal Employees, Postmen & Multi Tasking Staff Group 'C', Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054, you are requested to take up the ibid matter with the concerned Division.



(Daisy Barla)
Director (SR & Legal)

Recovery of GPF from Salary for Old Pension Scheme

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 4th December, 2017

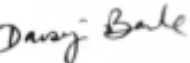
To
The Chief Postmaster General,
West Bengal Circle,
Calcutta.

Subject : Request to consider for Recovery of GPF from Salary every month for Old Pension Scheme to the officials who were recruited for the vacancy posts of year 2001, 2002 and 2003 and posting during on or after year 1-1-2004.

Sir/Madam,

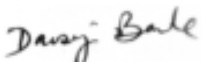
I am directed to enclose herewith a copy of each of two letters No. NU/P-IV/Old Pension/W.B./2017 dated 28-10-2017 received from General Secretary, National Union of Postal Employees, Postmen & Multi Tasking staff Group 'C' on the above mentioned subject. In this connection, it is requested that the matter may be looked into and necessary action be taken at your end. A reply may be sent to the Association directly under intimation to this Division.

Encl: As Above
DDG (Estt.)

Yours faithfully,


(Daisy Barla)
Director (SR & Legal)

Copy to : General Secretary, National Union of Postal Employees, Postmen & Multi Tasking Staff Group 'C', Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054, you are requested to take up the ibid matter with the concerned Division.


(Daisy Barla)
Director (SR & Legal)

Non-grant of 20% HRS to the Postal Staff

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 4th December, 2017

To
The Chief Postmaster General,
West Bengal Circle,
Calcutta.

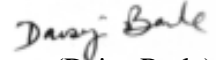
Subject : Non-grant of 20% HRS to the Postal Staff working at Andal MDG and Kajoram SO under Asansol Division, West Bengal Circle since year May 2005 to 30-4-2017.

Sir/Madam,

I am directed to enclose herewith a copy of each of two letters No. NU/P-IV/20% HRA/Andal/Kajoram/W.B./2017 dated 24-10-2017 received from General Secretary, National Union of Postal Employees, Postmen & Multi Tasking staff Group 'C' on the above mentioned subject. In this connection, it is requested that the matter may be looked into and necessary action be taken at your end. A reply may be sent to the Association directly under intimation to this Division.

Encl: As Above

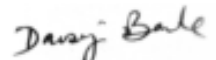
Yours faithfully,



(Daisy Barla)

Director (SR & Legal)

Copy to : General Secretary, National Union of Postal Employees, Postmen & Multi Tasking Staff Group 'C', Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054, you are requested to take up the ibid matter with the concerned Division.



(Daisy Barla)

Director (SR & Legal)

Engagement of Caretaker/Night Watchman as security guards at ATM locations

F.No. 25-1/2017-FS-CBS
Ministry of Communications
Department of Posts
Financial Services Division
DakBhawan, SansadMarg,
New Delhi-110001,
Dated: 30.01.2018

To,
Shri T N Rahate
General Secretary and President FNPO
National Union of Postal Employees
Postmen & Group-D/MTS Group-C
Central Head Quarters, Delhi-110054

Subject : Regarding engagement of Caretaker/Night Watchman as security guards at ATM locations

This is with the reference to your letter No. NU/P-IV/ATM/Security/Alipur/WB/2017 dated 28.12.2017 on the above mentioned subject.

In this regard, the undersigned is directed to inform that as conveyed vide this Directorate letter No. 25-1/2013-FS-CBS dated 04.08.2015 the decision regarding engagement of caretaker/night watchman of Hos as security guard for ATMs or hiring of armed security guards for ATMs security is required to be taken at Circle level, taking into account the FSI RFP clauses/provisions on ATM, specially on the coverage of insurance. It has also been mentioned therein that if found necessary, at any ATM location, Circles at their discretion may engage the additional security personnel to look after the ATMs.

This issues with the approval of DDG (FS).

Sd/-
(Dr. Ajinkya Kale)
ADG (FS-II)

Non-holding of Monthly Meeting

Department of Posts
Office of the Chief Postmaster General, U.P. Circle, Lucknow 226001

To,

The Postmaster General, Agra/Allahabad/Bareilly/Gorakhpur/Kanpur/Varanasi
The Director Accounts (Postal) Aliganj, Lucknow,
The Director Postal Services, Ghaziabad

No. Union/M-14-1/Recog/3/Ch. II

Dated at Lucknow: 30.3.2017

Sub: Non holding of monthly meeting with union by Divisional Heads

Respected Sir,

Kindly refer to this office letter of even number dated 15.2.2017 enclosing therewith copy of letter no. NUP-4/Monthly meeting dated 9.2.2017 of Shri P.R. Gupta, Circle Secretary, National Union of Postal Employees Postman & Gr 'D'/MTS Group 'C' on the above cited subject requesting for issue of necessary instruction to concerned Divisional Heads. In this regard, letter of Director (SR&Legal), N.D alongwith letter dt. 18.2.2017 of Shri T.N. Rahate, General Secretary has been received requesting for necessary action in the matter.

It is again requested to kindly issue necessary instructions to concerned Divisional Heads of your region for holding monthly meetings with the union. A suitable reply may please be sent to Shri T.N. Rahate, General Secretary, National Union of Postal Employees Postman & Gr 'D'/MTS Group 'C', Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054 with a copy to this office also.

Sd/-

(H.K. Yadav)

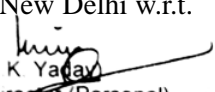
Asstt. Director (Personal)
O/O Chief PMG, U.P. Circle,
Lucknow 226001

Copy for similar necessary action to :-

1. The SSPOs, Lucknow/Faizabad/Ghaziabad
2. The Chief Postmaster, Lucknow GPO
3. The SPOs, Barabanki/Raebareli/Sitapur/Sultanpur
4. The SSRM 'O' Dn Lucknow
5. The SRM 'Sh' Dn, Saharanpur

Copy for information to

1. Shri T.N. Rahate, General Secretary, National Union of Postal Employees Postman & Gr 'D'/MTS Group 'C', Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054
2. The Director (SR&Legal), Department of Posts, Dak Bhawan, New Delhi w.r.t. letter no. 10-12/2016-SR daed 23.3.2017.


(H.K. Yadav)

Asstt. Director (Personal)
O/O Chief PMG, U.P. Circle,
Lucknow 226001

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


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,



(R.L. Patel)

Assistant Director General (GDS/PCC)

No. 16-01/2017-SR
Government of India
Ministry of Communications
Department of Posts
(SR Section)

Dak Bhawan, New Delhi
Dated: 29th March, 2017

To,

The Director,
Rafi Ahmed Kidwai National Postal Academy,
Kamla Nehru Nagar, Ghaziabad-201002,
Uttar Pradesh.

Subject : Request to hold one Lecture from Federation Heads of NFPE/FNPO regarding relationship of Union (Staff Side) with Administration - regarding.

Sir,

I am directed to enclose herewith a letter No. FNPO/Relation with Staff Union/2017 dated 8.3.2017 received from President, FNPO and General Secretary, National Union of Postal Employees Postmen & Group-D/MTS Group 'C' addressed to Secretary (Posts), on the above mentioned subject. Secretary (Posts) has directed to advise you to make suitable arrangements to hold one lecture for newly recruited IPoS Officers at RAKNPA, Ghaziabad, from Federation Heads of NFPE/FNPO. This would definitely help newly recruited IPoS officers to know about the Union function from ground level to Directorate level so that a cordial relationship could be maintained with Union's representatives.

2. You may also consider other union representatives for the same lecture.

Yours faithfully,

Encl: As Above



(Swwarupa Saraan)

Assistant Director General (SR & Legal)

Copy to: President, FNPO and General Secretary, National Union of Postal Employees Postmen & Group-D/MTS Group 'C', Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-110054



(Swwarupa Saraan)

Assistat Director General (SR & Legal)

**Some Letters of General Secretary's Addressed to
Secretary (P) and CPMG**

U.N.I.

F.N.P.O.

I.N.T.U.C

National Union of Postal Employees Postmen, MTS Group-C

(Recognised by Government of India)

Central Head Quarters, Delhi-110 054

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

Ref. No.: NU/P-IV/AIC/AP/COD/2016

Date : 22-11-2016

To,

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

**Subject : Request to provide detective machines at all Post Offices
doing the work of Booking and Delivery of COD Articles.**

Respected Sir,

We would like to bring it to your kind notice that there are several incidents of harassment to Postman staff by **snatching the amount collected after delivery of COD articles**; by the addressee due to **non-receipt of goods after opening in COD articles**.

We therefore demand that please arrange to supply detective machines at all Post Offices those are doing the work of **Booking and delivery of COD articles**; at par with **Airport/Entry** point of Directorate Office; to avoid these incidence of harassments of Postman staff.

In that case the COD articles having no material or **bogus material** will not be issued for delivery and will be returned to sender or further enquiry will have to be ordered for investigation etc.

Please treat this urgent. The cases of snatching of cash from Postman are brought to our notice from AP and Kolkatta (W.B.) Circle, please.

Please treat this urgent.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and
President FNPO

CC for information and necessary action

1. All Circle Secretaries and
CHQ Office Bearers

U.N.I.

F.N.P.O.

I.N.T.U.C

National Union of Postal Employees Postmen, MTS Group-C

(Recognised by Government of India)

Central Head Quarters, Delhi-110 054

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

Ref. No.: FNPO/Cash Line Limit/2016

Date : 22-11-2016

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

Subject : Non-observation of Cash Line Limit
(Case of all Circle in Division or Unit Heads)

Respected Sir,

The work of exchange of **currency notes** is being done with large scale without observing Rules and Regulations i.e. **time limit of working, security measures** and what not.

Here we have to point out that the **fixed line limit** of cash remittance from one office to another through Postman, **Head Postman, Cash Overseer, LB Peon, PRIP** as fixed vide Directorate **Letter No. 22-6/84-C1 dated 10-10-1991** is not being observed. (Copy attached).

No escort, police escort is being provided and heavy remittance of lakhs of rupees is being made without observing any security.

We point out that if any **untoward incident of robbery occurred** while this irregular conveyance of cash the entire responsibility lies with the Divisional/Unit controlling Administration. This should be brought to their **notice from your end please**. No postal official will be responsible engaged in this work of cash conveyance.

Please acknowledge this letter.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and
President FNPO

CC for information and necessary action

1. All Circle Secretaries of
NUPE P-IV

**Remove Para 2 the subject of production of Caste Certificate and
Caste Validity in case of appointment on Compassionate Ground CRC 2016**

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Ref. No.: FNPO/CRC/Caste Certificate/2017
.....

Date : 07-01-2017
.....

To,

The Chief Postmaster General,
Maharashtra and Goa Circle,
Mumbai GPO Old Bldg.,
Mumbai-400001

[Kind Attention : Shri D.G. Chaskar, ADPS (Rectt.)]

**Subject : Request to Remove Para 2 the subject of production of
Caste Certificate and Caste Validity in case of
appointment on Compassionate Ground CRC 2016**

Respected Sir,

We have noticed that your office is sending letters to candidates approved for appointment **vide CRC 2016 decision**; asking them to produce **Caste Certificate and Caste Validity (SC/ST/OBC) Caste**. But those **appointments are purely on compassionate ground and lack of finance** being official expired while on duty and **to help the family; appointment** are being considered in CRC and that too **only 5% vacant post**.

In fact, those candidates are **not selected** from any such Quota of **SC/ST/OBC in CRC**.

Secondly due to the **SC/ST/OBC Caste Certificate and Validity** in some cases the appointing Authority are **not giving appointment since last six months and above due to Caste Validity**.

In other cases **some candidates are removed from service** due to Caste issue. Infact this must be **removed as stated above**. And some officials should be punished heavily for **keeping invalid Caste Certificate with them**.

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Ref. No. : FNPO/CRC/Caste Certificate/2017
.....

Date : 07-01-2017
.....

In some cases even if the candidate is OBC but he **doesn't have the certificate** because he does not wish to take any facilities provided to the **OBC caste**, then too the officials **are compelling them to obtain OBC certificate and caste validity**, which takes **upto 6 months** or more to give them **recruitment in Postal Department which is very wrong.**

Please remove **Para 2 of Proforma of letter**; for example, we have enclosed the letter issued to **Smt. Mansi M. Pawar.**

If any candidates **belong to SC/ST/OBC** and if he desire any concession of his **Caste for further promotion** etc. it will be dealt with candidates and the Authority concern for **Caste Validity** etc.

But in any case pre-appointment formalities the **Caste Validity is not necessary** being appointment not given on reservation.

Therefore Union request you to **please remove Caste Certificate and Caste Validity Para which is not necessary.**

Please acknowledge this letter. A line in reply is requested.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

President FNPO and General Secretary

CC for information and necessary action

1. Secretary (P), Department of Posts,
Dak Bhawan, New Delhi-110001
2. All Circle Secretaries
FNPO Affiliated Unions

Proposed CSI Project of India Post

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National Union of Postal Employees Postmen, MTS Group-C

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Central Head Quarters, Delhi-110 054

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

Ref. No.: FNPO/CSI Project/2017

Date : 09-01-2017

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

Subject : Proposed CSI Project of India Post

Respected Sir,

Department has proposed to launch CSI Project in India Post; without providing the **necessary equipments, training to staff and required manpower.**

Staff side has raised the following issues :

1. Employee self-service module training is required to be carried out before migration.
2. Staff side stated that there are problems of old computers and bandwidth connectivity. The hardware deployed currently, is likely to be of lower configuration than what is specified by TCS as minimum hardware requirement. Staffside further requested to share minimum requirement of TCS for hardware and connectivity, for their record.
3. Staff side expressed concern about the quality of the training imparted to Postal Assistants and Supervisors. They stated that although training conducted was good, many number of staff were still not able to handle issues, as there was little hands on training.
4. Staff side also informed that they have not been supplied with training manual, but with CDs. It is difficult for them to refer the CD, as most of them do not have computers at home.
5. Staff side further stated that CD drives of Office Computers are disabled so as they are not able to use any external media on Post Office Computers, hence the training manual in CDs is of no use to them.
6. In view of above, staff side requested that quality of training should be better.
7. Staff side also expressed concern that procedure for personal claims, leave, etc. is not clear. Everything is to be drawn and disbursed by DAP, especially medical advance, TA, etc. The Staff side expressed apprehension of delay in this regard.

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Ref. No.: FNPO/CSI Project/2017

Date : 09-01-2017

8. Staff side strongly urged that unless required specification of computer hardware and other hardware is not provided in Post Offices alongwith required bandwidth roll out would not be smooth and in turn would create problem to staff and members of public.
9. Staff side also raised an issue of shortage of staff in all categories. Due to shortage, productivity is low and they are presently facing public anger.
10. Staff side strongly urged not to roll out in CSI till fully equipped in:
 - a) Hardware
 - b) Bandwidth
 - c) Training
 - d) Provision of manpower.
11. Staff side further suggested that roll out should be made in phased manner.
12. Staff side said that they wholeheartedly support the modernization project but requested it to rollout with full preparation to avoid problem and public anger.

We therefore, request that before launching the CSI Project following issues should be settled.

1. Employee self-service module training is required to be carried out before migration.
2. The problems of **Old Computers and bandwidth connectivity** should be solved; and to share minimum Requirement of TCS for **hardware and connectivity** for record of staff.
3. Procedure for personal claims of staff should be cleared.
4. Until and unless CSI Fully equipped in -
 - a) Current Hardware Operating System is Windows XP, but the requirement of Computer Hardware Operating System is Windows 7 and above.
 - b) Bandwidth Power is 512 KBPS but the speed for CSI should be atleast 2 MBPS.
 - c) Training should be **provided to all and handwash should be provided.**
 - d) Provision of 100% Manpower

The CSI should not be launched to avoid problems to staff and members of Public.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

President FNPO and
General Secretary

CC for information and necessary action

1. Secretary General, FNPO
2. All Circle Secretaries
FNPO Affiliated Union

**Revision in Rate - Fixed Monetary Compensation to Postmen
for Full Beat and Sharing Beat**

U.N.I.

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Ref. No.: NU/P-IV/7th CPC/FMC/2017

Date : 22-07-2017

To,

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

**Subject : Fixed Monetary Compensation to Postmen for
Full Beat and Sharing Beat - Revision in Rate.**

- Ref.:** 1. Ministry of Finance, Government of India, No. **11-1/2016-IC dated 6th July, 2017** (Gazette Notification)
2. Ministry of Communication & IT, Department of Posts,
No. 10-7/2001-PE-II **dated 14th August, 2015**

Respected Sir,

With kind reference to above cited letter at Serial 2 the Fixed Monetary Compensation (FMC) has been revised from Rs. 24/- to Rs. 47/- and Rs. 50/- to Rs. 94/-.

While issuing the Gazette Notification of Revision after 7th CPC by oversight revision Ordered on Old rate of Rs. 50/- and Rs. 24/- respectively instead of Rs. 94/- and Rs. 47/- those are in existence at present. Your office should have intimated the existing rate Rs. 94/- and Rs. 47/- instead of Old Rate Rs. 50/- and Rs. 24/- to 7th CPC.

DOP Administration has shown old rates to 7th CPC which is incorrect. **New existing rates of 2015 was not submitted** to the 7th CPC therefore the old rates of Rs. 24/- and Rs. 50/- was shown in the Notification.

It is therefore requested for issue of corrigendum to the Government and **Order should be issued accordingly, i.e. existing rate of Rs. 94/- and Rs. 47/- should be multiplied by 2.25.**

We therefore request for early issue of Orders.
Thanking you,

Yours Sincerely

CC for information and necessary action

1. All CHQ Office Bearers and
All Circle Secretaries
2. Postal Prakash


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

U.N.I.

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Ref. No.: NU/P-IV/7th CPC/FMC/2017

Date : 19-01-2018

Reminder 1

To,

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

Subject : Fixed Monetary Compensation to Postmen for Full Beat and Sharing Beat-
Revision in Rate x 2.25 Postman is getting Rs. 94 and Rs. 50 and
Holiday Duty Fixed Monetary Compensation to Supervisor and
Postman & MTS Current Rate x 2.25 and Postman is getting Rs. 285/-.

Ref.: 1. Ministry of Finance, Government of India, No. **11-1/2016-IC**
dated 6th July, 2017 (Gazette Notification)

2. Ministry of Communication & IT, Department of Posts,
No. 10-7/2001-PE-II **dated 14th August, 2015**

Respected Sir,

With kind reference to above cited letter at Serial 2 the Fixed Monetary Compensation (FMC) has been revised from Rs. 24/- to Rs. 47/- and Rs. 50/- to Rs. 94/-.

While issuing the Gazette Notification of Revision after 7th CPC by oversight revision Ordered on Old rate of Rs. 50/- and Rs. 24/- respectively instead of Rs. 94/-

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Ref. No.: NU/P-IV/7th CPC/FMC/2017

Date : 19-01-2018

and Rs. 47/- those are in existence at present. Your office should have intimated the existing rate Rs. 94/- and Rs. 47/- instead of Old Rate Rs. 50/- and Rs. 24/- to 7th CPC.

DOP Administration has shown old rates to 7th CPC which is incorrect. **New existing rates of 2015 was not submitted** to the 7th CPC therefore the old rates of Rs. 24/- and Rs. 50/- was shown in the Notification.

It is therefore requested for issue of corrigendum to the Government and **Order should be issued accordingly, i.e. existing rate of Rs. 94/- and Rs. 47/- should be multiplied by 2.25.** And Holiday Duty Fixed Monetary Compensation 282 x 2.25 and MTS 87 x 2.25 should be multiplied by 2.25.

We therefore request for early issue of Orders.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and
President FNPO

CC for information and necessary action

1. All CHQ Office Bearers and

All Circle Secretaries

2. Postal Prakash

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/Rectt Rules Modifications/2017

Date : 16-01-2018

To,

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

**[Kind Attention : Smt. Manju Kumar, DDG (P), Department of Posts,
Dak Bhawan, New Delhi-110001**

Subject : Suggestions regarding proposed modifications
in the Recruitment Rules of Postman, MTS, PA/SA cadres.

Ref.: Letter No. 37-33/2009-SPB-I Ministry of Communications, Dept. of Posts,
SPB-I-Section, Dak Bhawan, New Delhi dtd. 13-12-2017

Respected Sir,

This is with reference to my earlier suggestion **Letter No. NU/P-IV/Rectt Rules Modifications/2017 dated the 28/12/2017**. I would like to suggest some more changes.

W.r.t. above subject and reference, I would like to suggest following changes in the proposed modification of Recruitment Rules for Postman, MTS & PA/SA Cadre.

Proposed Recruitment Rules	Our Suggestion
MTS 50 % Seniority from GDS 25% Direct Rect Examination from GDS 25% Seniority from Casual Labourers (Appointed before 01.09.1993)	MTS 50 % Seniority from GDS 25% Direct Rect Examination from GDS 25% Seniority from Casual Labourers (Appointed before 01.12.2010) W.e.f. 01.12.2010, engagement of Casual Labourers is stopped. DO No. 4-4/2009-PCC dated 29 October, 2010 from Secretary (P), Smt. Radhika Doraiswamy.

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/Rectt Rules Modifications/2017

Date : 16-01-2018

- 2 -

Postman 25% Seniority from MTS 25% Examination from MTS 50% Examination from GDS	Postman 25% Seniority from MTS 25% Examination from MTS (Vacancies remaining due to failure in Postman Examination will be carried out for Examination through GDS) 25% Seniority from GDS (minimum 10 years service completion) 25% Examination from GDS (Those GDS to Postman and Mail Guard who have passed postman examination and are surplus may be given posting in neighbouring Region or in any willing Division in Circle).
Mail Guard 25% Seniority from MTS 25% Examination from MTS 50% Examination from GDS	Mail Guard 25% Seniority from MTS 25% Examination from MTS (Vacancies remaining due to failure in Postman/Mail Guard Examination will be carried out for Examination through GDS) 25% Seniority from GDS (minimum 10 years service completion) 25% Examination from GDS

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Ref. No.: NU/P-IV/Rectt Rules Modifications/2017

Date : 16-01-2018

- 3 -

<p>Postal/Sorting Assistant</p> <p>50% LGO (Minimum Quali : Graduate) 50% Open Market Direct Recruitment</p> <p>Vacancies remaining due to failure in LGO Examination will be carried out for Examination through GDS</p>	<p>Postal/Sorting Assistant</p> <p>25% LGO (Minimum Quali : Xth Pass for existing Postman/MTS Staff only. (Postman and MTS to PA/SA LGO Examination minimum Qualifying Service is 3 years).</p> <p>Vacancies remaining due to failure in LGO Examination will be carried out for Examination through GDS.</p> <p>25% Seniority from Postman (minimum 10 years service completion)</p> <p>25% Direct Rect Examination from GDS</p> <p>25% Open Market Direct Recruitment</p> <p>Graduate, but knowledge of reading and writing local language is compulsory.</p>
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It is requested to please consider these suggestions to Secretary (P) and PSB / Directorate and do the needful for changes accordingly.

- NOTE : (i) Already MACP-I **Financial Upgradation** MTS are getting Postman Scale & Postman are getting PA Scale, therefore getting 25% automatic promotion is very necessary.
- (ii) As per old Order GDS to Postman through Seniority is possible after 15 years of service; therefore it is requested **to reduce the number of service years to 10 years.**

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Ref. No.: NU/P-IV/Rectt Rules Modifications/2017

Date : 16-01-2018

- 4 -

- (iii) For Open Market Direct (PA/SA) Recruitment **Graduation is compulsory, and computer handling;** but alongwith Graduation **knowledge of reading and writing local language** is also compulsory.
- (iv) For GDS to PA/SA Examination **10+2 education** is required and above age limit should be **40 to 45 years.**
- (v) For MTS to PA/SA (LGO) Examination minimum **3 years qualifying service** is necessary.
- (vi) GDS to MTS Examination passed surplus qualified employees may be **given posting willing in their Region.**
- (vii) GDS to Postman and Mail Guard Examination **passed surplus qualified employees** may be given posting in **neighbouring Region** where there is vacant post or **in any willing Division** in Circle.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and
President FNPO

U.N.I.

F.N.P.O.

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Ref. No.: NU/P-IV/WB/Kolkata Region/2018

Date : 23-01-2018

To,

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

**Subject : Non-settlement of Problem -
Case of Kolkata Region**

Respected Sir,

Please find enclosed herewith the copy of letter issued to the **PMG, Kolkata Region** by the Circle Secretary, W/B Circle.

The problems stated in the letter are of the **serious nature. The Payment of Dress Allowance year 2017** having discrimination; which should be removed, each and every staff member of the Department should be paid **Dress Allowance**.

Regarding membership of **Seven Officials** those have given willingness in f/o a particular Union; that matter still pending.

It is therefore, requested for cause issue instructions to the **PMG, Kolkata Region** for doing the needful in the matter, please,

- (i) And also **issue Orders** that for the **year 2017 and 2018** Rs. 5000/- + Rs. 5000/- as **Dress Allowance should be given to all Postman and MTS Staff**.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and
President FNPO

CC for information and necessary action

1. Circle Secretary

NUPE Postmen & MTS Group C

W.B. Circle

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

Ref. No.: NU/P-IV/DCJCM Minutes 1-3-2017/2017-18

Date : 24-04-2017

To,

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

Subject : Modification in Postman/Speednet Modules -

Some Minor Changes requires regarding return articles/e MOs etc.

Ref.: The Minutes of JCM Meeting **dated 20-12-2016 circulated** on 1-3-2017 item No. 61

Respected Sir,

In present Postman/Speednet Module the remark of **Not Known Returned** to Sender is not available, the same should be modified as the said remark is available in delivery system of the Department.

In the present Postman/Speednet Module if the remark of **Not Known or Left Without Instructions** is taken the register/parcel articles goes in deposit instead of going for despatch. The necessary **modifications require in this connection.**

In present Postman/**Speednet Module** the remark of 1st Intimation (Intimation Served) and 2nd Intimation (Intimation Posted) are not available. The same remarks be modified according for smooth functioning of delivery branch in case of return eMOs.

Sir, you are kindly requested to take the issue at the appropriate authority to settle the same at an early date.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and
President FNPO

CC for information and necessary action

1. All Circle Secretaries
NUPE Postmen & MTS Group C
2. Shri N.N. Mujawar
AGS & RJCM Member
Kolhapur HO-416003

U.N.I.

F.N.P.O.

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Ref. No.: NU/P-IV/IPPB/3/2017

Date : 18-04-2017

To,

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

Subject : Preference to be given to the **main business of Post Office** while providing other services through Post Offices.

Respected Sir,

Nowadays **it is proposed** to set up **India Post Payment Bank (IPPB)** as a separate unit in **Post Office Premises**. Also some of the major Post Offices are identified for **opening Passport issue centres**.

In this juncture **to provide the adequate space for the business of IPPB and Passport Services** in the concerned Post Offices are being going on. The **major space** in the concerned Post Offices **are being acquired** and the **traditional business of Mails and small savings are being neglected** while doing these acquisitions.

Sir, it is therefore requested that **while implementing of any new service** the existing and **traditional business of Post Office should not be neglected** or hampered to any cost for which our Department is known.

A line of action is expected at an early date.

Thanking you,

CC for information and necessary action

1. All CPMGs
2. All Circle Secretaries
FNPO Affiliated Union
3. Postal Prakash
4. Shri N.N. Mujawar
Member RJCM & AGS

(T.N. RAHATE)

General Secretary and President FNPO

Yours Sincerely



(T.N. RAHATE)

General Secretary and
President FNPO

U.N.I.

F.N.P.O.

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National Union of Postal Employees Postmen, MTS Group-C

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Central Head Quarters, Delhi-110 054

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

Ref. No.: NU/P-IV/Foreign Post/W/B/DCJCM/2017

Date : 18-04-2017

To,

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

[Kind Attention : DDG (SR & Legal), Dept. of Posts, Dak Bhawan]

Subject : Non-implementation of Delhi High Court Orders
on Revision of Payscales of Packers, Foreign Post, Kolkata.

Ref.: Agenda Item SL No. 37 Item No. 41 of Department Council (JCM)

Respected Sir,

The Agenda Item No. 41 of Departmental Council (JCM) in regards of Non-implementation of Delhi High Orders on Revision of Payscale of Foreign Posts of Delhi, Kolkata, Chennai and Mumbai.

The information sought under RTI; in R/o Kolkata, Foreign Post, copies of original RTI Application and reply received are sent herewith for your kind perusal.

We are surprised to note that in reply the Foreign Post, Kolkata as below -

1. Action for (9) Nine cases have been initiated but any payment yet to be made. No such Directorate Letter dated 4-9-2012 is appeared to be received by this office.

It is therefore requested to arrange to supply the copy of Order of dt. 4-9-2012 to Foreign Post, Kolkata immediately.

And it is also requested to please issue Orders to Foreign Post, Kolkata to immediately give Pay Fixation to MTS from 1-1-1986 till this date otherwise you will have to pay interest claim also.

Thanking you,

CC for information and necessary action

1. CPMG
West Bengal Circle
2. Circle Secretary
NUPE Postmen & MTS Group C
West Bengal Circle

Yours Sincerely



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

Some Important Orders

Implementation of the Recommendations of the 7th CPC relating to grant of Transport Allowance to CGE

No. 21/5/2017-E.II(B)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, 2nd August, 2017.

OFFICE MEMORANDUM

Subject :- Implementation of the recommendations of the 7th Central Pay Commission relating to grant of Transport Allowance to Central Government Employees.

In partial modification of this Department's O.M. of even number dated 07.07.2017 regarding implementation of the recommendations of the Seventh Central Pay Commission relating to grant of Transport Allowance to Central Government Employees, the President is pleased to decide that Central Government Employees who are drawing pay of **Rs. 24,200/-** & above in Pay Level 1 & 2 of the Pay Matrix, shall be eligible for grant of Transport Allowance @ **Rs. 3600/- plus D.A.** thereon at the cities mentioned in the Annexure to the above cited O.M. and @ Rs. 1800/- plus D.A. thereon at all Other Places.

2. All other contents of the above cited O.M. dated 07.07.2017 shall remain unchanged.
3. **These Orders shall be effective from 1st July, 2017.**
4. These Orders will apply to all civilian employees of the Central Government. The Orders will also apply to the civilian employees paid from the Defence Service Estimates. In respect of the Armed Forces Personnel and Railway Employees, separate Orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.
5. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these Orders issue in consultation with the Comptroller & Auditor General of India.

Hindi version is attached.



(Annie George Mathew)

Joint Secretary to the Government of India

To

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

Copy to C&AG and U.P.S.C., etc. (with usual number of spare copies) as per standard endorsement list.

Fixation of Pay and grant of increment in the Revised Pay Structure

No. 1-6/2016-IC (Pt.)
Government of India
Department Expenditure
Implementation Cell

Room No. 214, the Ashok, New Delhi

Dated the 29th September, 2016


OFFICE MEMORANDUM

Subject : Fixation of Pay and grant of increment in the revised pay structure - clarifications - regarding.

Following the notification of Central Civil Services (Revised Pay) Rules 2016, the Department has received references seeking clarifications regarding various aspects of fixation of pay in the revised pay structure as also pay fixation and grant of increment in future under revised pay structure. The matter has been considered in this Department and the points of doubts are clarified as under.

S. No.	Point of doubt	Clarification
1.	As per the provisions of FR 22 (i)(a)(1), the Government Servants (other than those appointed on deputation to ex-cadre post or ad hoc basis or on direct recruitment basis) have the option, to be exercised within one month from the date of promotion, to have the pay fixed under this rule from the date of such promotion/appointment or from the date of next increment	Under the changed circumstances after notification of CCS (RP) Rules, 2016, the employees may be allowed to exercise revised option for fixation of pay under FR 22(i)(a)(1). Such revised option shall be exercised within one month of issue of this OM. Option so revised, shall be final.

	<p>Some of the employees, promoted between 01.01.2016 and the date of notification of CCS (RP) Rules, 2016 had opted for their pay fixation on promotion/financial up-gradation under MACPs from the date of their next increment in the lower grade. Consequent upon notification of CCS (RP) Rules, 2016 i.e. 25th July, 2016, the option submitted by such employees has now turned out to be disadvantageous.</p> <p>Whether such employee may be allowed to revise their option under FR 22 (i)(a)(1) at this stage.</p>	
2.	Whether employees appointed/promoted/granted financial up-gradation during 02.01.2015 and 01.07.2015 will be entitled to grant of one increment on 01.01.2016.	Since the provisions of CCS (RP) Rules, 2016 are effective from 01.01.2016, no increment shall be allowed on 01.01.2016 at the time of fixation of pay in the revised pay structure.


39/9/2016

(R.K. Chaturvedi)
Joint Secretary to the Govt. of India
Tel 011-2611 6646

Distribution :

1. All Ministries/Departments as per standard list.
2. NIC. D/o Expenditure, Ministry of Finance, North Block, New Delhi with a request to upload the OM on website of the Department.

No. 141-141/2013-SPB-II (pt)
Government of India
Ministry of Communications
Department of Posts
(SPB-II Section)

Dated the 3rd December, 2016

To

All Chief Postmaster(s) General

Subject : Instructions to stop irregular Rule-37 Transfers

Sir/Madam,

Some of the Unions have pointed out that many Officers/Officials in Circles have been irregularly awarded Rule 37 Transfer by way of disciplinary action.

2. As per Rule 37 of Postman Manual Volume-IV, all officials of the Department are liable to be transferred to any part of India unless it is expressly ordered otherwise for any particular class or classes of officials. Transfer is not a penalty under the CCS (CCA) Rules, 1965. Therefore, transferring an employees as a result of disciplinary proceedings initiated under CCS (CCA) Rules, 1965 should be avoided.

3. All Circles are requested to follow the provision of Rule-37 in letter and spirit, and the provision of Rule 37 should not be invoked in disciplinary proceeding initiated under CCS (CCA) Rules, 1965.

Yours faithfully,



(Satya Narayana Dash)
Assistant Director General (SPN)

F. No. 141-141/2013-SPB-II
Government of India
Ministry of Communications
Department of Posts
Personnel Division

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

To

All Chief Postmasters General,

Subject:- Guidelines for transfer to regulate transfers of Group 'C' officials, Group 'B' (non-gazetted) officials and Assistant Superintendent of Posts (Group 'B' Gazetted).

Sir/Madam,

I am directed to forward herewith the revised 'Guidelines for Transfer' to regulate transfer of Group 'C' officials, Group 'B' (non-gazetted) officials and Assistant Superintendent of Posts (Group 'B' Gazetted). These guidelines will supersede earlier guidelines circulated with communication no. 141-141/2013-SPB-II dated 31.01.2014.

2. With a view to promote transparency a number of new provisions have been incorporated in these new guidelines. Circles are requested to sensitize all concerned for strictly adhering to these provisions.
3. These guidelines come into force with immediate effect.
4. Circles are further requested to bring these guidelines to the notice of all Regional Postmaster Generals/Divisional Heads.

Yours faithfully,

Encl.: As above



(Satya Narayana Dash)

Assistant Director General (SPN)

Copy to:-

1. Sr. PPS to Secretary (Posts)/DG Posts)
2. PPS/PS to Members of Postal Services Board/Additional DG (Coord.)/JS & FA
3. CGM (BD)/CGM (PLI)/Sr. DDG (Vig.)
4. Director, RAKNPA, Ghaziabad
5. All DDsG/GMs
6. Additional Director General, Army Postal Services, R.K. Puram, New Delhi-66
7. All Directors, Postal Training Centers
8. All Recognized Service Unions/Associations/Federations
9. SPB-I/PE-I/PE-II/SPG-I/SPG-II
10. Guard file

(Alok Kumar Tiwari)
Section Officer (SPB-II)

General Manager CEPT, Mysore for uploading guidelines on India Post website
for information of employees of Department of Posts.

Guidelines for Transfer

1. **Applicability:-**

These guidelines shall be applicable to the following:-

- i. Group 'C' officials
- ii. Group 'B' (non-gazetted) officials
- iii. Assistant Superintendent of Posts (Group 'B' Gazetted)

2. **Operation of Rule 37 of Postal Manual Volume IV:-**

Notwithstanding anything contained in these guidelines an official is liable to be transferred to any part of India unless it is expressly ordered otherwise for any particular class or classes of officials.

Provided that Postmen, Village Postman and MTS should not, except for very special reasons to be recorded in writing, be transferred from one Division to another.

3. **Transfer at one's own request under Rule 38 of Postal Manual Volume IV:-**

A. **General Conditions:-**

- (i) As a general rule, no official shall be transferred from one unit to another, either within the same Circle, or to another Circle unless he has completed probation period satisfactorily.
- (ii) Transfer of an official when requested for own convenience, shall not be discouraged if they can be made without adversely affecting to the rights of others.
- (iii) As it is not possible to accommodate an official borne on one gradation list into another gradation list without adversely affecting to the interest of other members in that gradation list, such transfers shall not ordinarily be allowed except by way of mutual exchange. Transfer by way of mutual exchange may be allowed if all other conditions of these guidelines are fulfilled. But in order to safeguard the rights of employees borne in the gradation lists of both the offices, the official brought in shall take the place, in the new gradation list; that would have been assigned to him had he been originally recruited in that unit or the place vacated by the official with whom he exchanges appointment, whichever is the lower.
- (iv) When an official is transferred at his own request but without arranging for mutual exchange, he shall rank junior in the gradation list of the new unit to all officials of that unit on the date on which the transfer order is issued, including also all persons who have been approved or appointment to that grades as on that date.
- (v) If the old and the new unit form parts of a wider unit for the purpose of promotion to a higher cadre, the transferee (whether by mutual exchange or otherwise) will retain his original seniority in the gradation list of the wider unit.
- (vi) As official transferred from one unit to another will be allowed to seek re-transfer to his/her old unit. However, such cases shall be considered as a fresh transfer case under Rule 38 subject to all other provisions of these guidelines.
- (vii) To remove any doubt it is hereby clarified that an official on transfer to an unit from where he/she was transferred earlier shall not claim the seniority in the old unit before such initial transfer. Any special privilege to which an official would have been entitled by virtue of his position in the gradation list of the unit from which he is transferred will be forfeited on his transfer to a new gradation list.

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- (viii) Transfer under Rule 38 shall be permitted only against similar type/categories vacancy i.e. Direct Recruit shall be transferred against Direct Recruitment vacancy and promote against a promotion vacancy. Further Unreserved (UR) candidate shall be transferred against UR vacancy, SC candidate against SC vacancy and ST candidate against ST vacancy.
- (ix) Under Rule 38, inter-Circle and intra-Circle transfer from one distinct cadre to another viz. Post Offices to Circle Office, Regional Office, SBCO, Postal Assistant to Sorting Assistant etc. or vice versa shall not be allowed.
- (x) Only such officials who have completed minimum service of 2 years and have completed probation period prescribed for the post holding at the time of transfer, shall be eligible for transfer under Rule 38:
Provided that subject to availability of vacancy in corresponding category the condition of 2 years and probation period shall not be applicable for Persons with Disabilities (PwD):
Provided further that subject to availability of vacancy in corresponding category the condition of 2 years and probation period shall not be applicable if employee/his or her spouse/fully dependent children are suffering from terminal illness. Transfer case of such officials shall be referred to Directorate with due recommendation of CPMsG concerned supported by relevant documents. It shall be open to the Directorate to seek second medical opinion of the appropriate authority.
- (xi) Under Rule 38, an official will be eligible for two Inter-Circle transfer and two Intra-Circle (i.e. Inter-region/Intra region) transfer during entire service.
- (xii) One additional chance for transfer in both the categories, viz. Inter-Circle and Intra-Circle, will be allowed to Persons with Disabilities (PwD). Employee with disability who has been appointed without availing relaxed standard of merit for PH candidates or an employee who suffered disability after initial employment, shall be allowed transfer as of a PwD candidate, subject to submission of appropriate certificate as per Government of India's instructions in support of claim of being disabled.
- (xiii) An Assistant Superintendent of Posts shall not be transferred under rule 38 to a Circle where all his seniors in the grade of Inspector Posts are not promoted to Assistant Superintendent of Posts, excluding those who have not been promoted due to disciplinary action or who have denied promotion.

B. Authority competent to approve transfer under Rule 38:-

- (I) Cases where all conditions are met:-
- (i) Inter Circle - CPMG of both Circles.
 - (ii) Intra-Circle (where change of Region is involved) - CPMG
 - (iii) Intra-Region - PMG
- (II) Cases where any of the conditions of these guidelines is not met - Directorate

C. Maintenance of request register & Schedule for transfer under Rule 38:-

- (i) An application for inter-Circle/inter-region transfer shall be addressed to the CPMG of the Circle where the official is working. Application for intra-region transfer shall be addressed to the PMG. Advance copy of application should not be sent to the authority where transfer is sought.

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- (ii) As and when an application for transfer is received, it shall be recorded in the outward transfer request register, in order of date of receipt of such application by the competent authority i.e. CPMG/PMG. Similarly as and when communication of inward transfer seeking consent therefor is received it shall be recorded in the inward transfer register in order of date of receipt of such communication. Authority competent to allow transfer under Rule 38 shall strictly adhere to the order of requests received.
 - (iii) On receipt of a transfer request, the office of the competent authority, viz. CPMG/PMG, shall seek views of the controlling officer of the official at the earliest but not later than 30 days from receipt of application, who shall send his views within 15 days, failing which it shall be presumed that the controlling officer has no objection to the transfer request. After considering the report, if any, of the controlling officer, the Competent Authority shall seek consent of CPMG of other Circle in case of Inter-Circle transfer/PMG in case of Intra-Circle transfer/Divisional head in case of Intra-region transfer. Such authority shall convey their consent or otherwise within 30 days, failing which, it shall be presumed that the authority has agreed to allow inward transfer of the official.
 - (iv) Where a request for transfer is not agreed to, the reasons thereof, shall be communicated to the official immediately.
 - (v) All Circles/Regions shall initially upload Inward and Outward transfer register on India Post website within 60 days of issuing of these guidelines and shall update it on quarterly basis.
 - (vi) Before announcing vacancies for a particular recruitment year whether under Direct Recruitment, Departmental examination or promotion, request received under Rule 38 shall be considered in first instance. Only after considering all such requests, vacancies shall be announced.
 - (vii) Transfer under Rule 38 shall be considered once in a year as under:
 - a) Transfer case shall be considered only in the month of December.
 - b) Orders shall be issued by 31st December by the competent authority, transferring the official w.e.f. 1st April of the following year, thus allowing the administration/official to plan in the intervening period. In such a case, controlling officer shall issue relieving Order of the official latest by 31st March, failing which, official will be deemed to be relieved on 01st April.

4. Request for temporary inter-Circle transfer.

Request for temporary inter-Circle transfer shall not be entertained except only in deserving cases for reasons to be recorded in writing. The guidelines in this regard are as under:

- (i) Temporary inter-circle transfer shall be approved by the Directorate on the recommendation of both CPMsG. The parent Circle of the official shall forward the proposal to the Directorate inter alia including the recommendation of the other Circle.
- (ii) The Circle shall not entertain requests for inter-Circle transfer on temporary basis in a routine manner. Such requests shall be considered by the Circles in the first instance under Rule 38 of Postal Manual Volume IV and instructions issued by the Directorate from time to time, if they are otherwise eligible. If the case is not considered under Rule 38, the reasons therefor may be recorded.
- (iii) Such inter-Circle transfer cases of officials on temporary basis, referred to Directorate, will be considered only when both the CPMsG of the Circles have agreed to in deserving cases after the genuineness of ground for such transfer stated by the official is established.

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- (iv) Inter-Circle transfer on temporary basis shall be available to only those officials, who have completed probation period, wherever applicable, and in other cases on completion of two years of service in the grade.
 - (v) Temporary transfer shall be allowed to an official for a maximum period of three years, in the entire service, in one spell or two spells. However, there shall be a minimum gap of 3 years between two spells of temporary transfer.
 - (vi) Grant of temporary transfer from one Circle to another will be considered by the Directorate initially for a period of one year only on recommendations of the CPMsG concerned. Extension of temporary transfer beyond one year may be sent to the Directorate by the borrowing Circle with the consent of parent Circle atleast 45 days before completion of approved period.
 - (vii) Inter-Circle transfer on temporary basis from one cadre to another cadre, e.g. Postal Assistant to Sorting Assistant etc. shall not be permissible. Circles should not forward such request to the Directorate.
 - (viii) If the official is promoted during the period of temporary transfer, such official shall be relieved immediately but not later than one month to join the promoted post, failing which, he/she shall be debarred for promotion for one year.
 - (ix) Requests of temporary transfers and extension thereof already granted to the officials by the Directorate before issue of these guidelines will also be regulated as per these new guidelines.

5. Rotational Transfers

Rotational Transfer of employees shall be regulated as under:-

- I. Post tenure of an employee shall be 3 years and station tenure shall be 6 years. Provided that an employee may be transferred before completion of post/station tenure on administrative grounds for reasons to be recorded in writing by an authority who is superior to the authority competent to order such transfer. The Authority Competent to approve the rotational transfer in normal course will initiate the proposal with proper justification for approval of the Superior Authority.
- II. Matching of human resource with requirements of posts and placing officials in the choice stations may be considered in the overall context of administrative requirement and austerity measures.
- III. Inter-station transfers should be restricted to minimum in view of the austerity measures.
- IV. Each Circle shall publish schedule, cut-off date etc. of rotational transfer immediately after circulation of these guidelines but not later than 30 days keeping in view the academic sessions prevailing in the particular Circle or State. Schedule once published shall not be changed subsequently under any circumstances.
- V. All such officials who are due for rotational transfer on completion of post tenure/station tenures shall be asked to give at least three options of the place of posting/station with reasons to enable the authorities to consider the same while effecting transfer. However, such request shall be considered subject to administrative convenience and availability of post.
- VI. On completion of post-tenure of three years, to the extent possible, all officials will be posted in same station. Where it is not possible to do so without shifting some of them outside their present stations, they may be posted outside their present stations to the extent administratively feasible.

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- VII. In respect of cities where the whole city forms a Postal Region, on completion of station tenure of six year, a Circle cadre official shall be transferred out of the Division where he is working. In other words, a Division within such Postal Region shall compute as a station for Circle cadre officials.
- VIII. If officials belonging to various cadres are waiting since long for their posting to particular stations and it has not been found possible to accede to their request for one reason or other, such pending requests for transfer may be acceded to in really deserving cases by transferring out officials having longest stay in such stations.
- IX. All Sub Postmaster/Postal Assistant in a single handed or double handed Post Offices must be shifted on completion of their post tenure of three years positively, even if it involves moving out of station of their present postings. Further, as per the instructions, concerning preventive vigilance measures, issued by Investigation Division of the Directorate vide their letters No. 8-4/2005-Inv. Dated 22.09.2005, 12.01.2012 and 05.12.2012, officials who have been posted as Sub Postmaster/Postal Assistant in a single handed or double handed post office irrespective of period of posting/completion of tenure should not be posted back to the same office even after a break. In other words, officials of single handed and double handed Post Office can have only one posting in such offices during their service period. However, Divisional Heads, subject to following conditions have been vested with the powers to consider an official, who had earlier served in the single/double handed office to be posted back to the same office or other single and double handed office in the division:
- (i) The Divisional head will satisfy himself/herself about the antecedents and character of the officials for whom the provision are being relaxed; and note to this effect will be given in the file.
 - (ii) No official will be posted back to the same single single-handed/double handed post offices on transfer/deputation or otherwise before a break of full tenure period.
 - (iii) Information about cases of relaxation so exercised by the Divisional Head will be communicated to the Regional Postmaster General/Chief Postmaster General as the case may be, in a half yearly statement.
- X. Rotational Transfer of officials working in Saving Bank Control Organization shall be made within the cluster of Divisions. However, in exceptional circumstances, DPS (Hqs.) in consultation with Accounts Officer ICO (SB) may consider movement of SBCO officials outside the cluster.
- XI. Officials, other than Sub Postmaster/Postal Assistants in a single handed or double handed Post Offices, who are due for retirement within one year shall not be transferred, unless otherwise specially specified or there are very special reasons to be recorded in writing by the Head of the Circle. Further, official due for retirement within four years shall not be posted as Sub Postmaster/Postal Assistants in a single handed or double handed Post Offices.
- XII. Extension of post tenure in respect of all Group 'C' Staff, other than Sub Postmaster/Postal Assistant in a single handed or double handed Post Offices, may be allowed in deserving cases for a period of one year by the Regional Postmasters General/Chief PMG after recording full justification on file. Such extensions to Group 'B' Officials shall be granted by the Head of the Circle after due consideration. In no case, post tenure of an official shall be extended beyond one year.

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- XIII. An official on his transfer, after joining the station assigned to him, shall not be considered for retransfer for a period of two years to the station from which he was transferred. Two year break is; however, only a minimum condition and it will not entitle an officer/official to claim retransfer to the old station in preference to others who have spent longer period outside. Retransfer before completion of two years may be considered only in extreme public interest or on extreme compassionate grounds in exceptional cases with the approval of the Heads of the Circle.
- XIV. The transfer/posting/retransfer of officials as Sub Postmaster/Postal Assistant in a single handed or double handed Post Offices shall be regulated as per the instructions issued by Investigation Division of the Directorate, in this regard.
- XV. Postman and Multi-Tasking Staff are exempted from rotational transfer except on administrative grounds. Head of Circles shall formulate and circulate policy regarding beat rotation of Postman.
- XVI. Where spouse of an employee is working, guidelines issued by Department of Personnel & Training regarding posting of husband and wife at same station shall be taken into account while implementing rotational transfer guidelines.
- XVII. For employees having differently abled dependents, guidelines issued by Department of Personnel & Training regarding posting of Government employees who have differently abled dependents shall be taken into account while implementing transfer guidelines.
- XVIII. Rotational Transfer order shall be implemented within 45 days of its issue. When orders are not implemented within 45 days, Circle shall report such instances to the Directorate with reasons and officer/official responsible for non-implementation of the transfer orders within stipulated time.
- XIX. New products/services and modern technology are being introduced in the Department of Posts in a big way. Heads of Circles/Regional Heads/Divisional Heads/Unit Heads therefore, should build up a pool of trained officials to handle these new products and technology related jobs so that manpower is readily available to replace the officials presently working on completion of tenure and to ensure achievement of desired objective. Proper succession planning will have to be made by the HOCs/Regional/Divisional/Unit Heads well in time. The Department has already taken necessary steps to train its manpower for successful implementation of IT Project. It should not be difficult to replace such officials on completion of tenure. As such, the competent authority should ensure transfer of such staff on completion of post tenure/station tenure.
- XX. It may be ensured that women employees are posted/transferred to an office only after ensuring that basic and essential amenities for women as required are available there.
6. Provisions of these guidelines are in addition to the provisions of Postal Manual Volume IV and therefore provisions of Postal Manual Volume IV which are not incorporated here shall continue to prevail. In case of conflict between any provision of the Postal Manual Volume IV and these guidelines, relevant provision of these guidelines shall prevail and the provision of the Postal Manual shall be deemed to be modified.
7. Bringing of direct or indirect political or other outside influence regarding posting/transfer would attract the provisions of Rule 20 of CCS (Conduct) Rules, 1964, as per which an appropriate disciplinary action may be initiated against the official/officer.

Representation from Government Servant on Service Matters

No. 20-5/2016-SPB-II
Government of India
Ministry of Communications
Department of Posts

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated 27th March, 2017

To

All Chief Postmaster(s) General,
All Postmaster(s) General,
Director, RAKNPA, Ghaziabad,
All Directors, Postal Training Centre.

Subject : Representation from Government Servant on service matters - regarding.

Sir/Madam,

I am directed to refer this Department's letter of even number dated 13.10.2016 wherein instructions have been issued on direct submission of representations by Government Servants for their service matters. In spite of these instructions, it has been observed that Government servants are still continuing to represent directly to the Prime Minister, Hon'ble Minister, Cabinet Secretariat and other higher authorities of Departments.

2. It is, therefore, reiterated that as per the existing instructions, wherever, in any matter connected with his service rights or conditions, a Government servant wishes to press a claim or to seek redressal of a grievance, the proper course for him is to address his immediate official superior, or Head of his office, or such other authority at the appropriate level who is competent to deal with the matter in the organization.

3. Such submission of representations including through email or public grievance portal directly to other authorities by-passing the prescribed channel of communication has to be viewed seriously and appropriate disciplinary action should be taken against those who violate these instructions. This can rightly be treated as an unbecoming conduct attracting the provisions of Rule 3(1)(iii) of the Central Civil Services (Conduct Rules, 1964. **Representation by relatives of Government Servant is also treated as outside influence as clarified vide MHA OM No. F. 25/21/63-Estt.(A) dated 19.09.1963.** Such representations will invite action under the provision of Rule 20 of Central Civil Service (Conduct) Rule, 1964 prohibiting Govt. servant from bringing outside influence in his service matter.

4. Further, it is also clarified that the competent authority for redressal of grievance of all non-gazetted employees are in the respective Circle only. As such, the service matter of the all such employees must be settled in the concerned Circles only.

5. In view of the above, All Heads of the Circle are requested to bring the above instructions to the notice of all officers and staff and sensitize them to submit their representations to their immediate officers or the officer competent to dispose of the grievance.

Yours faithfully,

Sd/-

(G. Rajeev)
Director (SPN)

Special Benefits in cases of Death and Disability in Service

No. 1/4/2016-P&PW (F)

Government of India

Ministry of Personnel, Public Grievances & Pensions

Department of Pension & Pensioners' Welfare

3rd Floor, Lok Nayak Bhavan,
Khan Market, New Delhi-110003.

Dated the 2nd Aug, 2017.

OFFICE MEMORANDUM

Subject : Special benefits in cases of death and disability in service - regulation and payment of Disability Pension/Family Pension under Central Civil Service (Extraordinary Pension) Rules in implementation of recommendations of the 7th Central Pay Commission - regarding.

The undersigned is directed to say that Orders have been issued for regulation of Pension/family pension for Government servants in implementation of recommendations of the 7th Central Pay Commission vide OM No. 38/37/2016-P&PW(A)(i) dated 4.8.2016. There is no change in the formula for calculating disability pension and extraordinary family pension (EOP family pension) under CCS (EOP) Rules.

2. The extraordinary family pension/disability pension would continue to be calculated in accordance with schedule II of Central Civil Service (Extraordinary) Pension Rules. However, minimum Extraordinary family pension/disability pension with effect from 01.01.2016 falling under various categories would be as follows:-


I. Extraordinary Family Pension.

- (i) For category B and C, where the deceased Government servant was not holding a pensionable post - Rs. 11,700/- per month.
- (ii) For category B and C, where the deceased Government servant was holding a pensionable post - Rs. 18,000/- per month.
- (iii) For category D and E - Rs. 18,000/- per month.

II. Disability Pension

For all categories (ie. category 'B,C,D' and E") Rs. 18,000 per month.

3. All other terms and conditions and procedure stipulated in Schedule II of Rule 9 and 10 of CCS (EOP) Rules, notified vide Notification No. S.O 410 (E) dated 15.11.2011 will be the same.
4. This issues with the concurrence of the Ministry of Finance, Department of Expenditure ID No. 30-1/33(iii)/2016-IC(Pt) dated 17/7/2017.
5. In so far as persons belonging to the Indian Audit & Accounts Department, these orders issue after consultation with the Comptroller & Auditor General of India.
7. Hindi translation of this OM follows.


(Sujasha Choudhury)
Director
Tele : 24635979

To

1. All Ministries/Departments of the Government of India as per standard distribution list.
2. Copy to President's Secretariat/Vice President's Secretariat/Prime Minister's Office/Cabinet Secretariat/Supreme Court of India/C&AG/UPSC, etc. as per standard endorsement list.

Child Care Leave

No. 13018/6/2013-Estt.(L)
Department of Personnel & Training
Estt. (Leave) Section

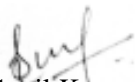
JNU Old Campus, New Delhi
Dated 22.6.2018

OFFICE MEMORANDUM

Sub : Child Care Leave - reg.

The undersigned is directed to say that it has now been decided that the limit of 22 years in case of disabled child for the purpose of Child Care Leave under the provisions of Rule 43-C of the CCS (Leave) Rules, 1972 has been removed. It has also been decided that Child Care Leave may not be granted for a period less than five days at a time.

2. These Orders shall take effect from 13.6.2018.
3. Formal amendments to the relevant provisions of Rule 43-C of Central Civil Services (Leave) Rules, 1972 have already been issued vide Notification dated 13.6.2018.
4. Hindi version will follow.


(Sunil Kumar)
Section Officer

To

1. All the Ministries/Departments of the Government of India (As per standard mailing list).
2. NIC, DoPT - to upload the same on DoPT Website.

Grant of Minimum entry pay in the 6th CPC Pay structure

No 2-12/2914-PCC
Government of India
Ministry of Communication
Department of Posts
(Pay Commission Cell)

Dak Bhavan, Sansad Marg
New Delhi-110001
Dated 25.05.2018

To

All Heads of Circle

Subject: Grant of Minimum entry pay in the 6th CPC Pay structure w.e.f. 2006 to all direct recruited employees who were appointed prior to 01.01.2006- reg.

Sir,

In Karnataka Circle, some of Postmen who were appointed prior to 01.01.2006 and their pay was fixed as of Rs 7,880 (Rs 5880+2000(GP)) on 01.01.2006 on implementation of 6th CPC recommendations, have filed OAs before the Hon'ble CAT Bangalore Bench claiming minimum pay of Rs 8,460 (Rs 6,460 +2000) at par with postmen who were appointed as DR on or after 01.01.2006. The Hon'ble CAT held that they were entitled to get a minimum pay of Rs 6460+200=8460 from 01.01.2006 onwards at par with Postmen who were appointed as DRs on or after 01.02.2006.

2. Consequent upon dismissal of WP and SLP filed the Department; the matter was examined in consultation with the Department of Legal Affairs & Department of Expenditure. The Department of Expenditure on examination of the case advised that the Department may send a proposal for extending the similar benefits of minimum entry pay in pay structure of 6th CPC w.e.f. 01.01.2006 to all employees who appointed as DRs prior to 01.01.2006 to all employees who appointed as DRs prior to 01.01.2006 and their pay fixed on 01.01.2006 happens to be lower than the minimum entry pay of the employees appointed as DRs on or after 01.01.2006 along with the financial implications.

3. I am therefore directed to request you to kindly arrange to furnish the financial implications on arrears and recurring cost involved in all similar cases at the earliest taking further course of action in the matter.

Yours faithfully,

Sd/-
RL Patel
Assistant Director General (GDS/PCC)

Review of 'Transfer Policy'

F. No. 141-141/2013-SPB-II
Government of India
Ministry of Communications
Department of Posts

Dak Bhawan, Sansad Marg,
New Delhi-110001.

Dated:- 28th March, 2017

To

All Chief Postmasters General,
All Staff Associations.

Sub:- Review of 'Transfer Policy' circulated by Directorate vide Letter No. 141-141/2013-SPB-II dated 31.01.2014 - invitation of suggestion/comments.

Sir/Madam,

I am directed to refer to the Directorate letter cited above and to convey that keeping in view a large number of requests being received for inter circle transfer, the Directorate is considering review of various provision in the existing 'Transfer Policy' to make it more employee friendly without compromising on organization functioning and objectives.

2. Following are some of the provisions, which the Directorate is proposing to review/amend/delete:

- (a) Only such of officials who have put in minimum service of five years in the case of DR and 3 years in the case of surplus qualified officials, whichever applicable would be eligible for transfer under Rule 38. Any relaxation in this regard should be matter of rarest exception. Transfer of officials who have not yet cleared the probation period should be permitted in deserving csaes only. (Para 2(1)(vii) of the instructions).

The Directorate is considering removal of this provision so that any official who is seeking transfer under rule 38 can straightaway apply for the same without needing to either complete any specified period of service or even probation period.

- (b) Under Rule 38, an official will be allowed to seek transfer only twice during his entire service. (Para 2(1)(x) of the instructions).

The Directorate is considering deletion of this provision so that there is no limit to the number of times an official can seek transfer during his entire service.

- (c) With respect to the provisions for inter-circle transfer in para 3 of the instruction. Directorate is considering amending the provisions so that such inter-circle transfers can be decided by the Concerned CPMGs without seeking approval of the Directorate.

3. Therefore, all CPMGs and other stakeholders are requested to provide their suggestions with justifications not only on the charges proposed in para 2 above but also on any other existing provisions of the Policy which need to be amended/deleted.

4. Suggestions/Comments may be provided to the Directorate within seven days of hosting of this letter on the DOP website.

With faithfully,



(G. Rajeev)

Director (SPN)

Copy to:-

GM, CEPT with a request to host this letter on the DOP website under intimation to the Directorate.

Revision of Entitlement of TA/DA to JCM Members

F. No. 8/10/2008-JCA

Government of India

Ministry of Personnel, P.G. & Pensions

Department of Personnel & Training

Establishment (JCA) Section

North Block, New Delhi

Dated 20th August, 2018

OFFICE MEMORANDUM

Subject : Revision of Entitlement of TA/DA to JCM Members after implementation of Seventh CPC recommendations.

The undersigned is directed to say that consequent upon the revision of rates of Travelling Allowance/Daily Allowance by the Department of Expenditure vide O.M. No. 19030/1/2017-E.IV dated 13/07/2017, the Staff Side Members of the National Council (NC)/Departmental Councils and Third Level/Regional Councils of JCM shall be entitled to TA/DA etc. in the following manner w.e.f. 01.07.2017.

A. National/Departmental Council JCM

TA/DA entitlement as admissible to officers in Pay level 12 & 13 as per Department of Expenditure's O.M. No. 19030/1/2017-E.IV dated 13/07/2017 as under:-

- (i) Travel entitlement within the country - Economy class by Air or AC-I Class by Train including travel in Premium/Premium Tatkal/Suvidha/Shatabdi/Rajdhani Trains.
- (ii) Reimbursement for Hotel Accommodation of upto Rs. 4500/- per day.
- (iii) Reimbursement of food bills not exceeding Rs. 1000/- per day.
- (iv) Reimbursement of AC Taxi Charges of upto 50 kms per day.

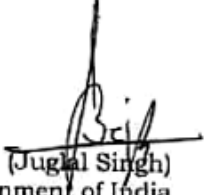
B. Regional/Office Council (JCM)

TA/DA entitlement as admissible to officers in Pay level 11 as per Department of Expenditure's O.M. No. 19030/1/2017-E.IV dated 13/07/2017 as under :-

- (i) Travel entitlement within the country - Economy Class by Air or AC-II Class including Rajdhani/Shatabdi Express etc.
- (ii) Reimbursement for Hotel Accommodation of upto Rs. 2250/- per day.
- (iii) Reimbursement of food bills not exceeding Rs. 900/- per day.
- (iv) Reimbursement of non-AC taxi charges of upto Rs. 338/- per day for travel within the city.

2. The admissibility of DA in case of free boarding and lodging, has been considered in Department of Expenditure. Daily Allowance is given to the Govt. employees as a reimbursement of the expenditure incurred by him on tour for his stay, food and travel at that station. In case of free boarding and lodging, the Govt. employee, if incurring any expenditure on local travel, can claim the same as per Para 2 E(i) and (iii) of the Annexure to OM No. 19030/1/2017-E.IV dated 13.07.2017. The earlier system of giving 25% of DA has been discontinued. Also after implementation of 7th CPC recommendations, the facility of DA at 5th CPC rates is done away with.

3. This O.M. is issued with concurrence of the Ministry of Finance, Department of Expenditure vide I.D. No. 300377130/2018-E.IV dated 31.07.2018


(Juglal Singh)
Deputy Secretary to the Government of India
Tel. No. 23092338

To provide detective machines at all Post Offices

No. 10-01/2016-SR
Government of India
Ministry of Communications
Department of Posts
(SR Section)

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated the 14th December, 2016

Subject : Request to provide detective machines at all Post Offices doing the work of Booking and Delivery of COD Articles.

Kindly find enclosed a copy of Letter No. NU/P-IV/AIC/AP/COD/2016 dt. 22-11-2016 received from General Secretary, National Union of Postal Employees, Postmen & Group D/Multi Tasking staff Group 'C' on the above mentioned subject, for necessary action at your end. A reply may be sent to the association directly under intimation to this Division.

Yours faithfully,

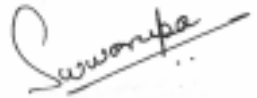


(Swwarupa Saraan)
Assistant Director General (SR & Legal)

Encl: - As stated above

DDG (FS)

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



(Swwarupa Saraan)
Assistant Director General (SR & Legal)

Reservation in Promotion Supreme Court allows quota in SC/ST but didn't clarify which law to follow

Reservation in Promotion: Supreme Court allows quota in SC/ST but didn't clarify which law to follow.

Reservation in Promotion: Supreme Court allows quota in SC/ST employees' promotion until Constitution bench adjudicates on issue

NEW DELHI: The Supreme Court (SC) today permitted the Centre to provide reservation in promotion for SC/ST employee as per law until the issue is adjudicated by its Constitution bench. At the same time, the SC didn't clarify which law to follow.

The Centre told the bench that it was bound to give promotion to its employees, and that promotion has virtually come to a standstill after orders passed by various high courts.

"I'm govt and I have to give promotion to my employee," said Additional Solicitor General Maninder Singh to the SC.

Then the SC said the promotion can be proceeded with as per 'a law'.

"We can say that you can go ahead with promotion as per law and we won't mention what is (the) law," said the top court.

In April, Union minister and BJP ally Ram Vilas Paswan, who has emerged as the government's key spokesperson on Dalit issues, told reporters that the government will move the apex court for the repeal of its directions which, he added, have halted the reservation for these communities in promotion + .

His announcement comes close on the heels of the government's decision to file pleas in the apex court against its two orders which, it has argued, would work against the interests of the SCs and the STs.

Paswan said the court has ruled in favour of reservation for SCs and STs in promotion but also introduced several conditions, which have led to non-implementation of quota guidelines.

According to these guidelines, state and central governments have to verify backwardness and efficiency for employees to be benefitted from reservation in promotion rules, Paswan said.

The Constitution regards schedules castes and tribes as backwards, he said, adding that SC and ST employees are as efficient as others so both criteria are unnecessary.

(Read at: Time of India)

Some Important Rules

HIGH COURT OF DELHI, New Delhi
(Establishment-I Branch)

No. 107/E-9/Estt-I/DHC

Date : 27-01-2018

CIRCULAR

In partial modification of Circular No. 608/E-10/Estt.-I/DHC dated 17.08.2017. It is hereby circulated for information of all concerned that O.M. F.No. 35034/3/2015-Estt.(D) dated 27/28.09.2016, issued by the Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training, New Delhi, regarding upgradation of benchmark from "Good" to "Very Good" under the Modified Assured Career Progression Scheme (MACPs), is applicable w.e.f. 1st January, 2018. The required grading of "Very Good" will be applicable only in respect of ACRs from the current year, i.e. 2017 onwards. For earlier years grading of "Good" upto the grade pay of Rs. 6600/- (pre-revised), will be treated as qualifying/eligibility criteria for the benefit under the MACP Scheme.

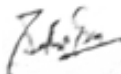
Sd/-
(Shekhar Chandra)
Joint Registrar (Estt.)

Endst. No. 2623-33/E-9/Estt.I/DHC

Date : 27-01-2018

Copy forwarded for Information to :

1. The Pay & Accounts Officer - XXI, Delhi High Court, New Delhi.
2. All Registrars/OSDs.
3. Joint Registrar-cum-Secretary to Hon'ble the Acting Chief Justice.
4. All Joint Registrars.
5. Deputy Registrar-cum-P.A. to Registrar General
6. All Deputy Registrars.
7. The Deputy Registrar (Budget & Accounts).
8. Joint Director for uploading the instant Circular on the intranet of this Court.
9. All Assistant Registrars
10. All AOJs/CMs/Private Secretaries
11. Admn. Order file
12. Guard file


(S.S. Bhatnagar)
Assistant Registrar (Estt.I)

Manju Kumar

Dy. Director General (Personnel)

Tel : 011-23096098



PRIORITY

भारत सरकार

संचार एवं सूचना प्रौद्योगिकी मंत्रालय

डाक विभाग

डाक भवन, नई दिल्ली-110001

Government of India

Ministry of Communications & IT

Department of Posts

Dak Bhawan, New Delhi-110001

D.O. No. 11-1/2018-SPB-II

Dated : 27.08.2018

Kindly refer to the then Deputy Director General (Personnel) D.O. Letter No. 101-2/99-SPB-II dated 14.07.2004 circulating therewith the revised scheme of Meghdoot Awards. Thereafter new categories, i.e. "Technology Excellence" and "Best Women Employee" was introduced and to make officials of Civil Wing, Electrical Wing and Accounts Wing eligible for certain categories of awards as mentioned below.

(A) Individual Category

Catg No.	Category Names and eligible cadres
I	All Gramin Dak Sewak.
II	All erstwhile Group 'C' Staff since upgraded as Group 'C' including Jamadars in the Postal/RMS and MMS wings and Postman including Mail Overseers/Cash Overseers/ Head Postman and Sorting Postman and Mailguards/Mailman etc. including similar levels in RMS, MMS and Administrative Offices.
III	Postal Assistants/Sorting Assistants doing operative working including SPMs in change of single-handed Post Offices and similar levels in RMS, MMS and Administrative Offices MMS and Stenographers Grade III, II & I.
IV	The general Line Supervisor Cadre in all wings upto and including HSG-I.
V	Inspectors of Posts and Assistant Superintendent of Posts in all Wings; <u>Junior Engineers working in Civil and Electrical Wings; Assistant Account Officers working in Accounts Wing.</u>
VI	All Group 'B' and Group 'A' officers upto Senior Time Scale in the Department of Posts including Foreign Posts, Postal Stores Depot, Central Stamp Depot and Printing Press and Private Secretaries; <u>Accounts Officers, Senior Account Officers working in Accounts Wing; Assistant Engineers working in Civil and Electrical Wings.</u>
VII	Technology Excellence (All cadres upto Senior Time Scale)
VIII	Best Woman Employee (All women officials upto Group 'B' officers)

2. Meghdoot Awards in each individual category will comprise a cheque of Rs. 11,000/- (Rupees eleven thousand), a gold medallion weighing eight gram and a scroll.

3. The competent authority has decided to confer Meghdoot awards for the year 2017-18 to the officials in above mentioned Individual categories in the forthcoming World Post Day, i.e. 09th October, 2018 in New Delhi.

4. I would request you to forward the nominations for Meghdoot Awards for the year 2017-18 by considering those working in the Circle including those working in the Training Centre, Accounts Wing and Civil/Electrical Wing, if any, under your jurisdiction after carrying out the whole exercise with extreme circumspection keeping in view the criteria given in the scheme and following points in particular:-

- a) That the nominee has an unblemished record of service all along and that his integrity and probity are beyond reproach.
- b) That no disciplinary or vigilance case is pending and in case a disciplinary or vigilance case is initiated against the official nominated in the interregnum between the date of recommendations and final selection for award by this Department, intimation to the effect is sent to the undersigned immediately.
- c) That commitment to official duties is generally the most important quality and hence any facts like not availing leave except on rare occasions would be relevant consideration and hence may be indicated wherever necessary.
- d) That the performance and productivity of the nominee during the year 2017-18 for the Meghdoot Awards, 2018 is reflected in a dispassionate and objective manner in the citation. The citations should be drafted both in English and Hindi in clear language devoid of any hyperbole.
- e) That complete CR dossier is sent with the proposal. In case of MTS employees, the Service Book may please be sent after completing the entries therein.
- f) In respect of each nominee for the award, Bio-data/details as in the enclosed **Annexure-II** should also be furnished.
- g) **The citations in English as well as in Hindi & Annexure-II must be signed by the CPMG/Head of the Circle alongwith name and stamp.**

5. **If there are no nominees for the Award, a NIL report may be sent.**

6. I would request you to recommend the most deserving case(s) only. I shall be grateful if you could kindly give your personal attention and give a serious and careful consideration to the matter and send your considered recommendations complete in all respects with full details **at the earliest, but not later than 14th September, 2018. Nominations received after 14th September, 2018 will not be considered.**

7. As World Post Day is approaching fast, you are requested to personally look into the matter and ensure timely nomination of officials. It is also requested to ensure that the recommendation is made with great care to avoid any controversy in the matter.

Regards,

Yours sincerely,


(Manju Kumar)

Multi Tasking Staff Recruitment Rules 2018 - Notification

No. 37-33/2009-SPB-I
Ministry of Communications
Department of Posts
SPB-I-Section

Dak Bhawan, Sansad Marg,
New Delhi-110001

Dated 27, August, 2017

To

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

Subject:- Department of Posts (Multi Tasking Staff) Recruitment Rules, 2018.

Madam/Sir,

I am directed to forward herewith a copy of Department of Posts (Multi Tasking Staff) Recruitment Rules, 2018 notified in the Gazette of India, Extraordinary, PART II - Section 3 - Sub-section (i) dated 16th August, 2018.

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

Encl: As above

Yours faithfully,



(G. Rajeev)
Director (SPN)

Copy for information to:-

1. PPS to Secretary (P)
2. All Members of the Postal Services Board/JS & FA
3. Secretary (PSB)
4. CGM (BD)/CGM (MB)/CGM (PLI)
5. All Dy. Directors General/GMs
6. **GM (CEPT) with a request to upload the RRs on India Post Website www.indiapost.gov.in linked RTI/SI.No. 5 Rules, Regulation/RRs**
7. Pr. Director of Audit (Postal), Delhi 110054.
8. Additional Director General, APS, R.K. Puram, New Delhi
9. Chief Engineer (Civil, HQ)
10. All Directors, Postal Training Centers
11. Ministry of Law and Justice, Legislative Department
12. Lok Sabha Secretariat
13. Rajya Sabha Secretariat
14. All Recognized Unions/Associations/Federations
15. SPB-II/PE-I/PE-II/Admin./PAP/DE/GDS/PCC/SR/PA Wing.



(G. Rajeev)
Director (SPN)



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II-खण्ड 3-उप-खण्ड (i)

PART II-Section 3-Sub-section (i)

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 575]

नई दिल्ली, बृहस्पतिवार, अगस्त 16, 2018/श्रावण 25, 1940

No. 575]

NEW DELHI, THURSDAY, AUGUST 16, 2018/SHRAVANA 25, 1940

संचार मंत्रालय

(डाक विभाग)

अधिसूचना

नई दिल्ली, 16 अगस्त, 2018

सा.का.नि. 781(अ). - राष्ट्रपति, संविधान के अनुच्छेद 309 के परन्तुक द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए और डाक विभाग (बहुकार्य कर्मचारिवृंद) भर्ती नियम, 2015, को उन बातों के सिवाय अधिक्रांत करते हुए जिन्हें ऐसे अधिक्रमण से पूर्व किया गया है, या करने का लोप किया गया है, डाक विभाग में बहुकार्य कर्मचारिवृंद के पद पर भर्ती की पद्धति के विनियमन हेतु निम्नलिखित नियम बनाते हैं, अर्थात् :-

1. संक्षिप्त नाम और प्रारंभ -

- (i) इन नियमों का संक्षिप्त नाम डाक विभाग (बहुकार्य कर्मचारिवृंद) भर्ती नियम, 2018 है।
- (ii) ये राजपत्र में प्रकाशन की तारीख से प्रवृत्त होंगे।

2. पदों की संख्या, वर्गीकरण और वेतन मैट्रिक्स में स्तर - पदों की संख्या, उनका वर्गीकरण, और वेतन मैट्रिक्स में स्तर वे होंगे जो इन नियमों से उपाबद्ध अनुसूची के स्तम्भ (2) से (4) में विनिर्दिष्ट हैं।

3. भर्ती की पद्धति, आयु सीमा, अर्हताएं, आदि:- भर्ती की पद्धति, आयु सीमा, अर्हताएं और उक्त पद से संबंधित अन्य बातें वे होंगी, जो उक्त अनुसूची के स्तम्भ (5) से स्तम्भ (13) में विनिर्दिष्ट हैं।

4. निरहताएं.- वह व्यक्ति,-

- (क) जिसने ऐसे व्यक्ति से, जिसका पति या जिसकी पत्नी जीवित है, विवाह किया है; या
(ख) जिसने अपने पति या अपनी पत्नी के जीवित होते हुए किसी अन्य व्यक्ति से विवाह किया है,

उक्त पद पर नियुक्ति का पात्र नहीं होगा:

परन्तु यदि केन्द्रीय सरकार का यह समाधान हो जाता है कि ऐसा विवाह, ऐसे व्यक्ति और विवाह के अन्य पक्षकार को लागू स्वीय विधि के अधीन अनुज्ञेय है और ऐसा करने के लिए अन्य आधार है, तो वह किसी व्यक्ति को इस नियम के प्रवर्तन से छूट दे सकेगी।

5. सेना डाक सेवा में सेवा करने की अपेक्षा.- उक्त अनुसूची में विनिर्दिष्ट पदों पर नियुक्त कोई व्यक्ति अपेक्षानुसार भारत में या भारत से बाहर सेना डाक सेवा में सेवा करने का दायी होगा।

6. शिथिल करने की शक्ति.- जहां केन्द्रीय सरकार की यह राय है कि ऐसा करना आवश्यक या समीचीन है, वहां उसके लिए जो कारण हैं उन्हें लेखबद्ध करके, इन नियमों के किसी उपबंध को किसी वर्ग या प्रवर्ग के व्यक्तियों की बाबत, आदेश द्वारा शिथिल कर सकेगी।

7. व्यावृत्ति.- इन नियमों की कोई बात, ऐसे आरक्षणों और उन रियायतों पर प्रभाव नहीं डालेगी, जिनका केन्द्रीय सरकार द्वारा इस संबंध में समय-समय पर जारी किए गए आदेशों के अनुसार अनुसूचित जातियों, अनुसूचित जनजातियों, भूतपूर्व-सैनिकों, अन्य पिछड़े वर्गों, और अन्य विशेष प्रवर्ग के व्यक्तियों के लिए उपबंध करना अपेक्षित है।

अनुसूची

भाग-I प्रशासनिक कार्यालयों के पद (सर्कल कार्यालय और क्षेत्रीय कार्यालय)

पद का नाम	पद संख्या	वर्गीकरण	वेतन मैट्रिक्स में स्तर	चयन पद या अचयन पद	सीधी भर्ती किए जाने वाले व्यक्तियों के लिए आयु सीमा	सीधी भर्ती किए जाने वाले व्यक्तियों के लिए अपेक्षित शैक्षिक और अन्य अर्हताएं
1	2	3	4	5	6	7
बहुकार्य कर्मचारिकृद	510*(2018) *कार्यभार के आधार पर परिवर्तन किया जा सकता है।	साधारण केन्द्रीय सेवा, समूह 'ग', अराजपत्रित, अनुनुसचिवीय	वेतन मैट्रिक्स में स्तर-1	लागू नहीं होता	18 से 25 वर्ष (केन्द्रीय सरकार द्वारा जारी किए गए अनुदेशों के अनुसार सरकारी कर्मचारियों के लिए 35 वर्ष तक, अनुसूचित जातियों और अनुसूचित जनजातियों के अभ्यर्थियों के लिए 5 वर्ष और अन्य पिछड़े वर्गों के अभ्यर्थियों के लिए 3 वर्ष	(i) किसी मान्याप्राप्त बोर्ड से दसवीं कक्षा पास। (ii) संबंधित राज्य अथवा संघ राज्यक्षेत्र की स्थानीय भाषा की जानकारी। उम्मीदवार ने कम से कम दसवीं कक्षा तक स्थानीय

				<p>तक शिथिल की जा सकती है।)</p> <p>टिप्पणः</p> <p>1. आयु-सीमा अवधारित करने के लिए निर्णायक तारीख भारत में अभ्यर्थियों से आवेदन प्राप्त करने के लिए नियत की गई अंतिम तारीख होगी (न कि वह अंतिम तारीख जो असम, मेघालय, अरुणाचल प्रदेश, मिजोरम, मणिपुर, नागालैंड, त्रिपुरा, सिक्किम, जम्मू-कश्मीर राज्य के ल-ख खंड, हिमाचल प्रदेश के लाहौल और स्पीति जिले तथा चंबा जिले के पांगी उपखंड, अंडमान और निकोबार द्वीपसमूह या लक्षद्वीप के अभ्यर्थियों के लिए विहित कई गई है।)।</p> <p>2. रोजगार कार्यालय के माध्यम से आने वाले अभ्यर्थियों की दशा में आयुसीमा अवधारित करने के लिए निर्णायक तारीख, आमंत्रित किए गए आवेदनों के लिए समाप्त होने वाली तारीख या वह अंतिम तारीख होगी जिस तक रोजगार कार्यालय से नाम भेजने के लिए कहा गया है।</p> <p>3. ग्रामीण डाक सेवकों और नैमित्तिक मजदूरों की दशा में ऊपरी आयु सीमा नहीं है।</p>	<p>भाषा का अध्ययन किया हो। राज्य अथवा संघ राज्यक्षेत्र की स्थानीय भाषा वही होगी जो डाक विभाग द्वारा प्रकाशित की गई है।</p> <p>(iii) नैमित्तिक श्रमिक की सीधी भर्ती के लिए किसी प्रकार की शैक्षिक योग्यता निर्धारित नहीं की गई है।</p>
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सीधे भर्ती किए जाने वाले व्यक्तियों के लिए विहित आयु सीमा और शैक्षिक अर्हताएं, प्रोन्नत व्यक्तियों के मामले में लागू होंगी या नहीं	परिवीक्षा की अवधि, यदि कोई हो	भर्ती की पद्धति-सीधी भर्ती होगी या प्रोन्नति द्वारा या प्रतिनियुक्ति/आमेलन द्वारा तथा विभिन्न पद्धतियों द्वारा भरे जाने वाले रिक्तियों की प्रतिशतता	प्रोन्नति/ प्रतिनियुक्ति अथवा आमेलन द्वारा भर्ती की स्थिति में वे श्रेणियां जिनसे प्रोन्नति अथवा प्रतिनियुक्ति अथवा आमेलन किया जाएगा।	यदि विभागीय प्रोन्नति समिति मौजूद है, तो इसकी संरचना	भर्ती करने में किन परिस्थितियों में संघ लोक सेवा आयोग से परामर्श किया जाएगा।
8	9	10	11	12	13
लागू नहीं होता	दो वर्ष तथा डाक विभाग द्वारा निर्धारित अनिवार्य प्रशिक्षण पूरा किया हो।	(i) ज्येष्ठता-सह-फिटनेस के आधार पर अस्थायी प्रास्थिति प्रदत्त नैमित्तिक श्रमिकों की नियुक्ति द्वारा जिसके न हो सकने पर, (ii) ज्येष्ठता-सह-फिटनेस आधार पर 1 सितम्बर 1993 तक या उससे पूर्व लगे हुए विद्यमान ऐसे अंशकालिक नैमित्तिक श्रमिकों, जो दिन में आठ घंटे के लिए कार्यरत हैं, की नियुक्ति से जिसके न हो सकने पर, (iii) ज्येष्ठता-सह-फिटनेस के आधार पर 1 सितम्बर, 1993 को या उससे पूर्व लगे हुए अंशकालिक नैमित्तिक श्रमिकों की नियुक्ति से जिसके न हो सकने पर, (iv) सर्कल के सभी डिवीजनों के केवल उन	लागू नहीं होता	विभागीय प्रोन्नति समिति (पुष्टि के संबंध में विचार करने के लिए) जिसमें निम्नलिखित होंगे - (i) सहायक महा डाकपाल या ज्येष्ठ समयमान अधिकारी या कनिष्ठ समयमान अधिकारी - अध्यक्ष; (ii) समूह 'क' या समूह 'ख' (राजपत्रित) डाक/रेल डाक सेवा अधिकारी - सदस्य; (iii) डाक सर्किल या केन्द्रीय सरकार के अन्य विभाग का कार्यालय का समूह 'ख' (राजपत्रित) अधिकारी - सदस्य;	लागू नहीं होता

		<p>ग्रामीण डाक सेवकों के लिए आयोजित प्रतियोगिता परीक्षा द्वारा जिन्होंने रिक्ति वर्ष की पहली जनवरी को उस क्षमता में तीन वर्ष तक नियमित रूप से कार्य किया हो अथवा भारत सरकार द्वारा समय समय पर जारी दिशानिर्देशों के अनुसार सीधी भर्ती द्वारा, जिसके न हो सकने पर,</p> <p>(V) डाक विभाग द्वारा समय-समय पर परिचालित स्कीम के अनुसार खुली प्रतियोगिता के माध्यम से सीधी भर्ती द्वारा,</p> <p>टिप्पण :</p> <p>1. ऊपर उल्लिखित परीक्षा, डाक विभाग द्वारा सेना डाक सेवा और खुली प्रतियोगिता से आवेदकों की चयनित सूची बनाने के मानदंडों, परीक्षा के पाठ्यक्रम तथा पैटर्न आदि के संबंध में समय-समय पर जारी अनुदेशों के अधीन शासित होगी।</p> <p>2.*(ग्रामीण डाक सेवक सिविल पद धारक होते हैं परन्तु वे नियमित सिविल सेवा से बाहर होते हैं, जिसके कारण उनकी नियुक्ति सीधी भर्ती द्वारा ही की जाएगी।)</p>			
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भाग-II अधीनस्थ कार्यालयों के पद

पद का नाम	पद संख्या	वर्गीकरण	वेतन मैट्रिक्स में स्तर	चयन पद अथवा गैर-चयन पद	सीधी भर्ती किए जाने वाले व्यक्तियों के लिए आयु सीमा	सीधी भर्ती किए जाने वाले व्यक्तियों के लिए अपेक्षित शैक्षिक और अन्य अर्हताएं
1	2	3	4	5	6	7
बहुकार्य कर्मचारिवृंद	37240* (2018) *कार्यभार के आधार पर परिवर्तन किया जा सकता है।	साधारण केन्द्रीय सेवा, समूह 'ग', अराजपत्रित, अनुनुसचिवीय	वेतन मैट्रिक्स में स्तर-1	लागू नहीं होता	खुली प्रतियोगिता के अभ्यर्थियों के लिए 18 से 25 वर्ष। (भारत सरकार द्वारा जारी किए गए अनुदेशों के अनुसार सरकारी कर्मचारियों के लिए 35 वर्ष तक, अनुसूचित जाति और अनुसूचित जनजाति के अभ्यर्थियों के लिए पांच वर्षों तक की छूट और अन्य पिछड़ा वर्ग के अभ्यर्थियों के लिए तीन वर्षों तक शिथिल की जा सकती है।) टिप्पण: 1. आयु-सीमा अवधारित करने के लिए निर्णायक तारीख भारत में अभ्यर्थियों से आवेदन प्राप्त करने के लिए नियत की गई अंतिम तिथि होगी (न कि वह अंतिम तारीख जो असम, मेघालय, अरुणाचल प्रदेश, मिजोरम, मणिपुर, नागालैंड, त्रिपुरा, सिक्किम, जम्मू-कश्मीर राज्य के ल-ख खंड,	(i) किसी मान्याप्राप्त बोर्ड से दसवीं कक्षा पास। (ii) संबंधित राज्य अथवा संघ राज्यक्षेत्र की स्थानीय भाषा की जानकारी। उम्मीदवार ने कम से कम दसवीं कक्षा तक स्थानीय भाषा का अध्ययन किया हो। राज्य अथवा संघ राज्यक्षेत्र की स्थानीय भाषा वही होगी जो डाक विभाग द्वारा प्रकाशित की गई है। (iii) नैमित्तिक श्रमिक की सीधी भर्ती के लिए किसी प्रकार की शैक्षिक योग्यता निर्धारित नहीं की गई है।

					<p>हिमाचल प्रदेश के लाहौल और स्पीति जिले तथा चंबा जिले के पांगी उपखंड, अंडमान और निकोबार द्वीपसमूह या लक्षद्वीप के अभ्यर्थियों के लिए विहित कई गई है।)।</p> <p>2. रोजगार कार्यालय के माध्यम से आने वाले अभ्यर्थियों की दशा में आयुसीमा अवधारित करने के लिए निर्णायक तारीख वह अंतिम तारीख होगी जिस तक रोजगार कार्यालय से नाम भेजने के लिए कहा गया है।</p> <p>3. ग्रामीण डाक सेवकों और नैमित्तिक मजदूरों की दशा में ऊपरी आयु सीमा नहीं है।</p>	
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सीधे भर्ती किए जाने वाले व्यक्तियों के लिए विहित आयु सीमा और शैक्षिक अर्हताएं, प्रोन्नत व्यक्तियों के मामले में लागू होंगी या नहीं	परिवीक्षा की अवधि, यदि कोई हो	भर्ती की पद्धति-सीधी भर्ती होगी या प्रोन्नति द्वारा या प्रतिनियुक्ति/आमेलन द्वारा तथा विभिन्न पद्धतियों द्वारा भरे जाने वाले रिक्तियों की प्रतिशतता	प्रोन्नति/ प्रतिनियुक्ति अथवा आमेलन द्वारा भर्ती की स्थिति में वे श्रेणियां जिनसे प्रोन्नति अथवा प्रतिनियुक्ति अथवा आमेलन किया जाएगा।	यदि विभागीय प्रोन्नति समिति मौजूद है, तो इसकी संरचना	भर्ती करने में किन परिस्थितियों में संघ लोक सेवा आयोग से परामर्श किया जाएगा।
8	9	10	11	12	13
लागू नहीं होता	दो वर्ष तथा डाक विभाग द्वारा	(i) भर्ती करने वाले प्रभाग के ग्रामीण डाक सेवकों* में से जिन्होंने रिक्तियों वाले वर्ष की पहली जनवरी को उस क्षमता से पांच वर्ष तक नियमित रूप	लागू नहीं होता	विभागीय प्रोन्नति समिति (पुष्टि के संबंध में विचार करने के लिए) - (i) सहायक महाडाकपाल	लागू नहीं होता

	<p>निर्धारित अनिवार्य प्रशिक्षण पूरा किया हो।</p>	<p>से कार्य किया हो अथवा भारत सरकार द्वारा समय-समय पर जारी दिशानिर्देशों के अनुसार ज्येष्ठता-सह-फिटनेस आधार पर सीधी भर्ती द्वारा 50%, जिसके न हो सकने पर रिक्तियों को निम्नलिखित (ii) के अनुसार भरी जाने वाली रिक्तियों की संख्या में जोड़ दिया जाएगा;</p> <p>(ii) (क) भर्ती करने वाले प्रभाग के उन ग्रामीण डाक सेवकों के लिए प्रतियोगी परीक्षा के आधार पर सीधी भर्ती द्वारा, जिन्होंने रिक्ति वर्ष की जनवरी के पहले दिन उस क्षमता में तीन वर्ष तक नियमित रूप से कार्य किया हो अथवा भारत सरकार द्वारा समय समय पर जारी दिशानिर्देशों के अनुसार सीधी भर्ती द्वारा 25%, जिसके न हो सकने पर;</p> <p>(ख) सर्कल के सभी डिवीजनों के केवल उन ग्रामीण डाक सेवकों के लिए आयोजित प्रतियोगिता परीक्षा द्वारा जिन्होंने रिक्ति वर्ष की पहली जनवरी को उस क्षमता में तीन वर्ष तक नियमित रूप से कार्य किया हो अथवा भारत सरकार द्वारा समय समय पर जारी दिशानिर्देशों के अनुसार सीधी भर्ती द्वारा, जिसके न हो सकने पर;</p> <p>(ग) डाक विभाग द्वारा समय-समय पर परिचालित स्कीम के अनुसार खुली प्रतियोगिता के माध्यम से सीधी भर्ती द्वारा,</p> <p>(iii) (क) 25% - अस्थायी प्रास्थिति वाले नैमित्तिक श्रमिकों</p>		<p>अथवा एक वरिष्ठ अथवा कनिष्ठ समयमान अधिकारी-अध्यक्ष;</p> <p>(ii) एक समूह 'क' अथवा समूह 'ख' (राजपत्रित) डाक/रेल डाक सेवा अधिकारी - सदस्य;</p> <p>(iii) डाक सर्कल अथवा किसी अन्य केन्द्रीय सरकार के विभाग अथवा कार्यालय का एक समूह 'ख' (राजपत्रित) अधिकारी - सदस्य;</p>	
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	<p>की ज्येष्ठता-सह-फिटनेस आधार पर नियुक्ति द्वारा, जिसके न हो सकने पर;</p> <p>(ख) 1 सितम्बर, 1993 को या उससे पूर्व भर्ती करने वाले प्रभाग अथवा यूनिट के नियोजित नैमित्तिक श्रमिक जो एक दिन में पूरे आठ घंटे कार्य करते हों, की ज्येष्ठता-सह-फिटनेस के आधार पर नियुक्ति द्वारा, जिसके न हो सकने पर;</p> <p>(ग) 1 सितम्बर, 1993 को अथवा उससे पूर्व भर्ती प्रभाग अथवा यूनिट के नियोजित अंशकालिक नैमित्तिक श्रमिकों की ज्येष्ठता-सह-फिटनेस आधार पर नियुक्ति द्वारा, जिसके न हो सकने पर; रिक्तियों की संख्या को उपर्युक्त (ii) के अनुसार भरी जाने वाली रिक्तियों की संख्या में जोड़ दिया जाएगा।</p> <p>टिप्पण:</p> <p>1. ऊपर उल्लिखित परीक्षा, डाक विभाग द्वारा सेना डाक सेवा और खुली प्रतियोगिता से आवेदकों की चयनित सूची बनाने के मानदंडों, परीक्षा के पाठ्यक्रम तथा पैटर्न आदि के संबंध में समय-समय पर जारी अनुदेशों के अधीन शासित होगी।</p> <p>2. *(ग्रामीण डाक सेवक सिविल पद धारक होते हैं परन्तु वे नियमित सिविल सेवा से बाहर होते हैं, जिसके कारण उनकी नियुक्ति सीधी भर्ती द्वारा ही की जाएगी।)</p>			
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[फा.सं. 37-33/2009-एसबी-I]

जी. राजीव, निदेशक (एसपीएन)

MINISTRY OF COMMUNICATIONS
(Department of Posts)
NOTIFICATION

New Delhi, the 16th August, 2018

G.S.R. 781(E).—In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Department of Posts (Multi Tasking Staff) Recruitment Rules, 2015, except as respect to things done or omitted to be done before such supersession, the President hereby makes the following rules regulating the method of recruitment to the post of Multi Tasking Staff in the Department of Posts, namely:-

- 1. Short title and commencement.**— (1) These rules may be called the Department of Posts (Multi Tasking Staff) Recruitment Rules, 2018.
(2) They shall come into force on the date of their publication in the Official Gazette.
- 2. Number of posts, classification and Level in the Pay Matrix.**— The number of posts, their classification and the Level in the Pay Matrix attached thereto shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.
- 3. Method of recruitment, age limit, qualifications, etc.**—The method of recruitment, age limit, qualifications and other matters relating to the said post shall be as specified in columns (5) to (13) of the said Schedule.
- 4. Disqualification.**— No person,-
 - (a) who has entered into or contracted a marriage with a person having a spouse living; or
 - (b) who, having spouse living has entered into or contracted a marriage with any person, shall be eligible for appointment to the said post:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.
- 5. Requirement to serve in the Army Postal Service.**— Any person appointed to the posts specified in the said Schedule shall be liable to serve in the Army Postal Service in India or abroad, as required.
- 6. Power to relax.**— Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order, and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.
- 7. Saving.**— Nothing in these rules shall affect reservations and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, ex-servicemen, Other Backward Classes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

PART – I – Post of Administrative Offices (Circle Office and Regional Office)

Name of post	Number of posts	Classification	Level in the Pay Matrix	Whether selection post or non-selection post
(1)	(2)	(3)	(4)	(5)
Multi Tasking Staff	510*(2018) *Subject to variation dependent on workload	General Central Service, Group 'C', Non-Gazetted, Non-Ministerial	Level-1 in the Pay Matrix	Not applicable

Age limit for direct recruits	Educational and other qualifications required for direct recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes.	Period of probation, if any
(6)	(7)	(8)	(9)
<p>Between 18 and 25 years, (Relaxable for Government servants upto 35 years, for candidates belonging to the Scheduled Castes and Scheduled Tribes upto five years and for candidates belonging to Other Backward Classes upto three years in accordance with the instructions issued by the Government of India).</p> <p>Note: 1. The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti district and Pangi Sub-division of Chamba district of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).</p> <p>2. In the case of recruitment made through the Employment Exchange, the crucial date for determining the age limit shall be the closing date for inviting applications or last date by which the Employment Exchange is asked to submit the names.</p> <p>3. There shall be no upper age limit for Gramin Dak Sevak and Casual Labourer.</p>	<p>(i) 10th standard pass from a recognized Board.</p> <p>(ii) Knowledge of local language of the concerned State or Union territory. The candidate should have studied local language at least upto 10th standard. The local language of a State or Union territory shall be as published by the Department of Posts.</p> <p>(iii) No educational qualification is prescribed for direct recruitment of Casual</p>	Not applicable	Two years and successful completion of the mandatory training prescribed by the Department of Posts.

Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods.	In case of recruitment by promotion/ deputation or absorption, grades from which promotion/ deputation or absorption to be made.	If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
(10)	(11)	(12)	(13)
<p>(i) By appointment of Casual Labourers conferred with temporary status on the basis of seniority-cum-fitness, failing which;</p> <p>(ii) By appointment of Casual Labourers engaged on or before the 1st September, 1993 working for eight hours in a day, on the basis of seniority-cum-fitness, failing which;</p> <p>(iii) By appointment of part-time Casual Labourers, engaged on or before the 1st September, 1993, on the basis of seniority-cum-fitness failing which;</p> <p>(iv) By direct recruitment on the basis of Competitive Examination restricted to the Gramin Dak Sevaks* of all Divisions of the Circle, who have worked regularly for three years in that capacity, as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the guidelines issued by the Government of India from time to time, failing which;</p> <p>(v) By direct recruitment from open market as per the scheme circulated by the Department of Posts from time to time.</p>	Not applicable	<p>Departmental Promotion Committee (for considering confirmation) consisting of-</p> <p>(i) Assistant Postmaster General or a Senior or Junior Time Scale Officer- Chairperson</p> <p>(ii) One Group 'A' or Group 'B' (Gazetted) Postal or Railway Mail Service Officer - Member.</p> <p>(iii) A Group 'B' (Gazetted) Officer of the Postal Circle or any other Central Government Department or Office-Member:</p>	Not applicable

<p>Note:</p> <p>1. The afore-mentioned examinations shall be governed by the instructions issued by the Department of Posts regarding the short listing criteria, syllabus and pattern of the test, etc., from time to time.</p> <p>2. *(Gramin Dak Sevaks are holders of civil posts but they are outside the regular civil service due to which their appointment shall be treated as direct recruitment.)</p>			
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PART II - Posts of Subordinate Office

Name of post	Number of posts	Classification	Level in the Pay Matrix	Whether selection post or non-selection post
(1)	(2)	(3)	(4)	(5)
Multi Tasking Staff	37240*(2018) *Subject to variation dependant on workload	General Central Service, Group 'C', Non-Gazetted, Non-Ministerial	Level-1 in the Pay Matrix	Not applicable

Age limit for direct recruits	Educational and other qualifications required for direct recruits
(6)	(7)
<p>Between 18 and 25 years for candidates from open market. (Relaxable for Government servants upto 35 years, for candidates belonging to Scheduled Castes and Scheduled Tribes upto five years and for candidates belonging to Other Backward Classes upto three years in accordance with the instructions issued by Government of India.)</p> <p>Note:</p> <p>1. The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti district and Pangri Sub-division of Chamba district of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).</p> <p>2. In the case of recruitment made through the Employment Exchange, the crucial date for determining the age limit shall be the closing date for inviting applications or last date by which the Employment Exchange is asked to submit the names.</p> <p>3. There shall be no upper age limit for Gramin Dak Sevak and Casual Labourer.</p>	<p>(i) 10th standard pass from a recognized Board.</p> <p>(ii) Knowledge of local language of the concerned State or Union territory. The candidate should have studied local language at least upto 10th standard. The local language of a State or Union territory shall be as published by Department of Posts.</p> <p>(iii) No educational qualification is prescribed for direct recruitment of Casual Labourer.</p>

Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes.	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods.
(8)	(9)	(10)
Not applicable	Two years and successful completion of the mandatory training prescribed by the Department of Posts.	<p>(i) 50% by direct recruitment on the basis of seniority-cum-fitness, from amongst Gramin Dak Sevaks* of the recruiting Division, who have worked regularly for five years in that capacity, as on 1st day of January of the year to which the vacancy(ies) belong to or as per the guidelines issued by the Government of India from time to time, failing which, the unfilled vacancies shall be added to the number of vacancies to be filled as per (ii) below;</p> <p>(ii) (a) 25% by direct recruitment on the basis of Competitive Examination restricted to the Gramin Dak Sevaks of the recruiting Division, who have worked regularly for three years in that capacity, as on 1st day of January of the year to which the vacancy(ies) belong to or as per the guidelines issued by Government of India from time to time, failing which;</p> <p>(b) By direct recruitment on the basis of Competitive Examination restricted to the Gramin Dak Sevaks of all other Divisions of the Circle, who have worked regularly for three years in that capacity as on 1st day of January of the year to which the vacancy(ies) belong to or as per the guidelines issued by Government of India from time to time, failing which;</p> <p>(c) By direct recruitment from open market as per the scheme circulated by the Department of Posts from time to time;</p> <p>(iii) (a) 25% by appointment of Casual Labourers of the recruiting Division or Unit, conferred with temporary status on the basis of seniority-cum-fitness, failing which;</p> <p>(b) By appointment of Casual Labourers of the recruiting Division or Unit, engaged on or before the 1st September 1993, working for eight full hours in a day, on the basis of seniority-cum-fitness, failing which by;</p> <p>(c) By appointment of part-time Casual Labourers engaged on or before the 1st September 1993, of the recruiting Division or Unit on the basis of selection-cum-seniority, failing which, the unfilled vacancies shall be added to the number of vacancies to be filled as per (ii) above;</p> <p>Note:</p> <p>1. The afore-mentioned examination shall be governed by the instructions issued by the Department of Posts regarding the short listing criteria, syllabus and pattern of the test, etc., from time to time.</p> <p>2. *(Gramin Dak Sevaks are holders of civil posts but they are outside the regular civil service due to which their appointment shall be treated as direct recruitment.)</p>

In case of recruitment by promotion/ deputation or absorption, grades from which promotion/ deputation or absorption to be made.	If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
(11)	(12)	(13)
Not applicable	<p>Departmental Promotion Committee (for considering confirmation) consisting of :-</p> <p>(i) Assistant Postmaster General or a Senior or Junior Time Scale Officer- Chairperson.</p> <p>(ii) One group 'A' or Group 'B' (Gazetted) Postal or Railway Mail Service Officer - Member.</p> <p>(iii) One group 'B' (Gazetted) Officer of the Postal Circle or any other Central Government Department or Office- Member.</p>	Not applicable

**[F.No. 37-33/2009-SPB-I]
G. RAJEEV, Director (SPN)**

Uploaded by Dte. of Printing at Government of India Press, Ring Road, Mayapuri,
New Delhi-110064 and Published by the Controller of Publications, Delhi-110054.

**FNPO-JPGU Joint Seminar in Visakhapatnam, India,
examines issue of postal bank privatization and
financial inclusion, 22-23 March 2017**



**Shri T.N. Rahate, General Secretary, NUPE Postmen & Group C and President FNPO
Shri D. Theagarajan, Secretary General, FNPO, Shri D. Kisanrao, GS, NAPE P-III
Shri P.U. Muralidharan, General Secretary, NU GDS with JPGU Delegation
from Japan/Singapore and all NAPE Circle Secretaries participants
in Joint Seminar Vishakhapatnam, Date 22/23 March 2017**

CHQ Quota

All the Divisional Secretaries /
Branch Secretaries are requested to send

CHQ Quota of **Rs. 10/- (Rs. Ten)**

each member per month to

Shri Jagdish Sharma, Treasurer (CHQ),

Camp : I.P.H.O., New Delhi-110002.

M.: 09555593094 / 09718093094

as early as possible.

सी.एच.क्यू कोटा

सभी डिवीजनल सेक्रेटरी / ब्रांच सेक्रेटरी से

अनुरोध किया जाता है CHQ कोटा

रुपये **10/- (दस रुपये)** प्रति मॅबर प्रतिमाह भेजें।

यह चंदा दर दिसंबर 2014 से लागू है।

CHQ कोटा श्री जगदीश शर्मा, खंजाजी (CHQ),

कैंप : आई.पी.एच.ओ. नयी दिल्ली-110002

मो.: 09718093094/ 09555593094

को जल्द-से-जल्द से भेजें।

Protest Demonstration against the NDA Government decision on 7th Pay Commission and allowances held at New Delhi



श्री ओमप्रकाश, दिल्ली सर्कल सेक्रेटरी और FNPO दिल्ली के सभी कार्यकर्ता



श्री जगदीश शर्मा, खजांजी (CHQ), श्री वी.के. माथुर, Dy. General Secretary
धरना कार्यक्रम के लिए संबोधित करते हुए।

After 20th AIC 1st August 2016 to August 2018
General Secretary wrote various letters to the DG, Secretary (P)
and other Officers in Dak Bhawan, New Delhi.

Number of Letters 590 including related subject received from different cities like Maharashtra, Rajasthan, Odisha, West Bengal, Punjab, Haryana, UP, J&K etc. and other Circles. Prime Minister and Minister, CGHS, SG FNPO and GS FNPO, Staff Side Secretary, NJCM and DC

General Secretary wrote various letters to
CPMG, PMG, DPS, SSPO, SPO Circlewise

Letter to Shri Narendra Modji, Prime Minister of India and Minister of Communications	5	
Secretary (P), Dept. of Posts, Director General, Dept. of Posts and other Officers in Dak Bhawan, Delhi	145	
Andhra Pradesh Circle	CPMG and other Officers	3
Bihar Circle	CPMG and other Officers	4
Delhi Circle	CPMG and other Officers	8
Gujarat Circle	CPMG and other Officers	4
Haryana Circle	CPMG and other Officers	4
Himachal Pradesh Circle	CPMG and other Officers	1
Jammu & Kashmir Circle	CPMG and other Officers	14
Karnataka Circle	CPMG and other Officers	10
Kerala Circle	CPMG and other Officers	5

Madhya Pradesh Circle	CPMG and other Officers	16
Maharashtra & Goa Circle	CPMG and other Officers and General Manager, Finance	152
Mumbai Region	PMG and other Officers	36
RMS (M.M.) Region	PMG (MM) and other officers	11
Pune Region	PMG and other Officers	42
Goa Region	PMG and other Officers	23
Aurangabad Region	PMG and other Officers	4
Nagpur Region	PMG and other Officers	15
DAP (Nagpur)		4
Navi Mumbai Region	PMG and other Officers	23
Odisha Circle	CPMG and other Officers	7
Punjab Circle	CPMG and other Officers	2
Rajasthan Circle	CPMG and other Officers	8
Uttar Pradesh Circle	CPMG and other Officers	24
West Bengal Circle	CPMG and other Officers	17
Govt. of India, MO Health & Family Welfare and CGHS		3

Till date more than 500 replies have been received from various Department and Officers but it is unable to include all the letters in this report.

**If any one want to see their letters or their reply
it will be available with General Secretary, NUPE P-IV**



Vote of Thanks



On my own behalf and on behalf of NUPE P-IV CHQ, I offer my sincere thanks for you all those have elected me for 6th term of General Secretary of NUPE P-IV CHQ at Kolkata AIC held during 10th to 12th August, 2016.

Since then till this day I have received timely advice and cooperation for day-to-day functioning of CHQ from our most respectable Senior Leaders **Shri B.M. Ghosh** and **Shri R.N. Gadgil Guruji**. I offer my sincere thanks to them.

Shri D. Theagarajan, Secretary General, FNPO and my big brother who helped me and gave his active support and correct guidance in functioning of CHQ.

I got timely help and support from West Bengal Circle every needed time; I offer my sincere thanks to the team of West Bengal and particularly **Shri Shekhar Mukherjee**, **Smt. Soma Ghosh**, **Shri Lakhan Mujumdar** and his team.

I especially thank **Shri Gulam Rabbani** for he is always supporting me like a big brother.

All other Circle Secretaries have also cooperated with me so I would like to give thanks to all of them.

From Gujarat Circle **Shri A.K. Solanki**, Circle Secretary, **Shri Makwana** and others gave me full cooperation. I offer my thanks to all of them. So also Maharashtra my own Circle I got full cooperation and support from **Shri Sunil Zunjarrao**, Circle Secretary, **Shri Santosh Lad**, Dy. Circle Secretary, **Shri N.N. Mujawar**, ASG FNPO, **Shri R.N. Awate**, **Shri N.K. Naik**, **Shri S.B. More**, **Shri Sudhir Garibe**, **Shri B.V. Kor**, **Shri R.H. Gupta**, ASG, FNPO, contributed for better functioning of CHQ. I offer my thanks to all of them. I am also thankful to **Smt. Sunetra Sarang**, Circle Secretary, Administration, **Shri J.K. Sardesai**, Circle Secretary, NAPE-III, **Shri Kailas Sonar**, Circle Secretary NU R-III, **Shri Naik**, Circle Secretary, NU R-IV and **Shri Dhumal**, Divisional Secretary NU R-IV, Mumbai Sorting Division.

Also I would like to thank **Smt. Sunita Sharma** of Aman Laser Prints for the 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.

I wholeheartedly offer thanks to **Shri V.K. Mathur**, **Shri Jagdish Sharma**, **Shri K.K. Koushik**, **Shri Subhash Chowdhary**, **Shri R.K. Shah**, **Shri Satish** (Karol Bagh) and all other Delhi sathi those who helped me for better functioning of CHQ.

I received cooperation from **Shri A.N. Nanda**, Secretary (P), **Shri Sudhakar**, Ex-Secretary (P) and **Smt. Meera Handa**, Director General (Post). All Postal Board Members, All DDGs and Director (SR & Legal), **Shri Shailendar Dasora**. All CPMGs, PMGs. I offer my sincere thanks to all of them.

During the period if anything happened wrong please forgive me.

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



आभार



कोलकाता अखिल भारतीय अधिवेशन में पुनः एक बार आपने मुझे लगातार छठवीं बार अपने इस संगठन के जनरल सेक्रेटरी के पद पर प्रस्थापित कर मेरे प्रति आपके प्रेम व विश्वास का परिचय दिया। मैं आप सभी को आदरपूर्वक नमन करता हूँ।

पिछले दो सालों में जनरल सेक्रेटरी पद का कार्यभार संभालने हेतु आप सभी महानुभावों ने मुझे पूर्णरूप से सहकार्य व सहयोग दिया, आप सभी का आभारी हूँ।

इन दो वर्षों में श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO तथा आदरणीय वरिष्ठ नेता श्री बी.एन. घोष, श्री आर.एन. गाडगील (गुरुजी), इन महानुभावों ने मुझे समय-समय पर सहयोग एवं अमूल्य सलाह दी इसलिए मैं उनके प्रति अत्यंत आदर के साथ आभार व्यक्त करता हूँ।

पश्चिम बंगाल के नेतागण सर्वश्री शेखर मुखर्जी, श्रीमती सोमा घोष, लखन मुजुमदार और उनके साथी व गुजरात के मेरे बड़े भाई श्री गुलाम रब्बानी, अध्यक्ष, CHQ, श्री ए.के. सोलंकी, और उनके साथी इनके सहयोग के लिए मैं उनका आभारी हूँ।

दिल्ली सर्कल के सभी साथी विशेषतः सर्वश्री वी.के. माथुर, जगदीश शर्मा, ओम प्रकाश, सुभाष चौधरी, के.के. कौशिक, आर.के. शाह, सतिश और दिल्ली के सक्रिय कार्यकर्ताओं ने मुझे जो सहयोग दिया उन सभी का मैं आभारी हूँ।

मेरे महाराष्ट्र के सर्कल सेक्रेटरी श्री सुनील झुंजारराव, श्री संतोष लाड, डिप्यूटी सर्कल सेक्रेटरी, श्री संजय कालोखे, श्री उत्तम वाघमारे, श्री अजय जाधव, श्री बी.एस. शिंदे, श्री आर.एच. गुप्ता, ASG, FNPO और एन.एन. मुजावर, ASG, FNPO तथा महाराष्ट्र सर्कल सेक्रेटरी, NAPE P-III श्री सरदेसाई, NU R-III श्री कैलास सोनार, NU R-IV श्री नाईक, श्रीमती सुनेत्रा सारंग, सर्कल सेक्रेटरी, एडमिनीस्ट्रेशन, श्री धुमाल, डिवीजन सचिव, R-IV, मुंबई सॉर्टिंग डिवीजन मुंबई के प्रति आभार व्यक्त करता हूँ।

महाराष्ट्र के और भी बहुत सारे कार्यकर्ता, सदस्यों ने CHQ का कामकाज सुचारू ढंग से चलाने के लिए जो सहयोग दिया जिसमें उल्लेखनीय श्री आर.एन. आवटे, श्री एन.के. नाईक, श्री एस.बी. मोरे, श्री सुधीर गरीबे, श्री बाळू कोर इन सभी के प्रति आभार व्यक्त करता हूँ।

मैं मेसर्स अमन लेजर प्रिंटर्स 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।

डाक विभाग सेक्रेटरी (P) श्री ए.एन. नंदा, डी.जी. श्रीमती मीरा हंडा और माजी सेक्रेटरी (P) श्री सुधाकर साब।

सभी मेंबर पोस्टल बोर्ड, सभी DDG, सभी CPMG एवं PMG, Director (SR & Legal) श्री शैलेंद्र दसोराजी और सभी डाक विभाग के अधिकारियों ने जो सहयोग दिया उन सभी के प्रति आभार व्यक्त करता हूँ।

यदि जाने-अनजाने में मेरी ओर से कोई गलती हुई हो तो मुझे कृपया क्षमा करें।

- टी.एन. रहाटे
जनरल सेक्रेटरी

National Union of Postal Employees Postmen & MTS, Group 'C'

(Recognized by Government of India)

Central Head Quarters, Delhi-110054

C.H.Q : Dalvi sadan, Khurshid Square, Civil Lines, Delhi-110054. Tel:011-23818330

Statement of Income & Expenditure For the Year 1-4-2016 to 31-03-2017

Amount	Income	Expenditure	Amount
578,421.00	Opening Balance	Posting	17,059.00
22,438.00	Quota April 2016	Xerox/Typing	33,835.00
33,408.00	May	Mobile Net	11,700.00
123,241.00	June	GS/TA-DA (Mumbai to Delhi)	77,063.00
54,848.00	July	Caretaker	48,000.00
246,077.00	August	F/S by GS	18,000.00
7,104.00	September	Cable	6,300.00
5,858.00	October	Postal Prakash	97,754.00
17,094.00	November	Telephone	3,435.00
44,109.00	December	Electric Bill	27,450.00
144,603.00	January 2017	Website Renewal	8,700.00
25,148.00	February	Dak Bhawan, Delhi	682.00
65,295.00	March	Gift	6,508.00
		GS/TA-DA in Delhi	16,300.00
		Court Case / Keral	380.00
		20th Annual Report	80,080.00
		Drafting	13,360.00
		CWC	15,000.00
		Dehradun	2,000.00
		Delhi	13,000.00
		AP Circle/MO Commission	900.00
		Pay by Quota	-
		CHQ Repairing	730.00
		Bus Pass to Shri Taliya	1,915.00
		Loan to Shri Taliya	150,000.00
		Stationery	5,900.00
		CHQ Chairman TA/DA	3,500.00
		Editor TA	3,200.00
		Mobile Recharge	11,550.00
		AIC Kolkatta TA	31,370.00
		Computer Repairing	1,678.00
		FD	150,000.00
		CMQ Exp Delhi/Mumbai	8,549.00
		Total	850,898.00
		Fixed Deposit in NKSPS	306,000.00
		SBI Bank, Delhi	39,672.00
		Saving Bank, Delhi	74,221.00
		Union Bank, Mumbai	96,853.00
			516,746.00
1,367,644.00	Grand Total	Grand Total	1,367,644.00

Sd/-
Shri T.N.Rahate
(General Secretary)

Sd/-
Shri Jagdish Sharma
(Finance Secretary)

Sd/-
Shri S.B.More
(Auditor)

National Union of Postal Employees Postmen & MTS, Group 'C'

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C.H.Q : Dalvi sadan, Khurshid Square, Civil Lines, Delhi-110054. Tel:011-23818330

Statement of Income & Expenditure For the Year 1-4-2017 to 31-03-2018

Amount	Income	Expenditure	Amount
516,746.00	Opening Balance	Postal Prakash	98,698.00
90,676.00	Quota April 2017	Caretaker CHQ	48,000.00
11,010.00	May	Cable	4,800.00
85,242.00	June	F/S	18,000.00
128,729.00	July	Telephone	3,132.00
7,472.00	August	Electric Bill	27,340.00
12,500.00	September	CHQ Exp.	7,997.00
53,100.00	October	Vidhan Bhawan	253.00
61,851.00	November	Website Renewal	4,500.00
74,931.00	December	Editor TA	3,500.00
26,907.00	January 2018	Travelling Charges for Shri Taliya - CHQ	2,000.00
92,122.00	February	Computer CPU HP	15,800.00
98,984.00	March	Xerox/Typing	60,244.00
21,000.00	Interest FD	Posting	21,790.00
		Stationery	14,000.00
		Mobile Net	9,564.00
		Mobile Recharge	6,587.00
		GS TA-DA	72,538.00
		FD	29,000.00
		GS TA-DA in Delhi	6,605.00
		AGS TA-DA	5,000.00
		CWC Mysuru TA-DA (Karnataka)	47,445.00
		MTNI	1,787.00
		FWC Chennai	5,000.00
		Whitewash/CHQ Office	16,200.00
		Total	529,780.00
		Fixed Deposit - NKSPS	506,000.00
		SBI Bank, Delhi	40,000.00
		Saving Bank, Delhi	100,000.00
		Union Bank, Mumbai	56,910.00
		Cash In Hand	48,580.00
			751,490.00
12,81,270	Grand Total	Grand Total	12,81,270.00

Sd/-
Shri T.N.Rahate
(General Secretary)

Sd/-
Shri Jagdish Sharma
(Finance Secretary)

Sd/-
Shri S.B.More
(Auditor)