

U.N.I.

F.N.P.O.

I.N.T.U.C

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



नॅशनल युनियन ऑफ पोस्टल एम्प्लॉईज  
पोस्टमेन आणि गुप 'डी' /MTS  
शी.एच.क्यू., दिल्ली



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

## Welcome to 3<sup>rd</sup> Central Working Committee in Jabalpur (M.P. Circle)

28<sup>th</sup> and 29<sup>th</sup> November 2013, and 30<sup>th</sup> November 2013

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

Dear Brothers & Sisters,

I on my own behalf and on behalf of Central HQ of NUPE P-IV welcome you all at Jabalpur for attending CWC during 28th to 30th November 2013.

We last met at Ahemdabad, Gujarat during Second CWC on 30, 31st May and 1st of June 2013.

Since then some rapid development took place i.e. long pending formation of Postal Bank proposal has been rejected by cabinet.

The Government announced 7th Pay Commission, the appointment of Chairman, members and formation is likely to be ordered shortly. But in any case before announcement of date of Lok Sabha elections to avoid Achar Sahinta.

Our Union succeeded to obtain Stay Order from Principal CAT in case of Abolition of 17093 posts of Postman and MTS.

JCA of NFPE & FNPO under my presidentship met on 19-10-2013 and decided to go on indefinite Strike for following demands -

1. Inclusion of GDS in 7th Pay Commission alongwith Central Government Employees.
2. 50% merger of DA into Basic pay for calculation of all purposes.
3. Regularisation of casual labour and contingent paid employees.

We have to discuss all these issues in the CWC to take a suitable decision.

With greetings,

Brotherly yours  
(T.N. Rahate)  
General Secretary

---

---

## जबलपुर में तीसरे CWC के लिए आपका स्वागत है

प्रिय भाइयों / बहनों,

मैं टी.एन. रहाटे अपनी ओर से तथा सेंट्रल हेड क्वार्टर की ओर से आप सभी महानुभावों का जबलपुर शहर में संपन्न हो रही तीसरी केंद्रीय कार्यकारणी कमेटी के लिए तहे दिल से स्वागत करता हूं।

हम पिछली बार केंद्रीय कार्यकारणी कमेटी में जो अहमदाबाद, गुजरात में संपन्न हुई उसमें मिले थे। तत्पश्चात डाक विभाग में कुछ महत्वपूर्ण निर्णय लिये गये, जैसे पिछले 15 वर्षों से हमें पोस्ट बैंक के बारे में बताया गया, विभाग ने बैंकिंग लाइसेंस के लिए आवश्यक कैबिनेट मंजूरी के लिए दि. 28-6-2013 को बैंकिंग लाइसेंस के लिए भारतीय रिजर्व बैंक को एक आवेदन दिया।

भारतीय पोस्ट उन 27 आवेदनकर्ताओं में से एक है जिन्होंने भारतीय रिजर्व बैंक बैंकिंग लाइसेंस की मांग की है, किंतु कैबिनेट ने इस प्रस्ताव को खारिज कर दिया है।

डाक विभाग ने 17093 पदों को बर्खास्त करने का जो आदेश निकाला है, उस आदेश के खिलाफ यूनियन ने प्रिंसीपल कैट दिल्ली से स्टे ऑर्डर प्राप्त कर लिया है।

सरकार की ओर से 7वे पे कमीशन की घोषणा की गई है। चेयरमैन तथा सदस्यों की नियुक्ति की घोषणा शीघ्र ही होने की आशा है।

एनएफपीई तथा FNPO की JCA की मीटिंग तारीख 19-10-2013 को मेरी अध्यक्षता में दिल्ली में संपन्न हुई जिसमें निर्णय लिया गया कि 7वे पे कमीशन में केंद्रीय कर्मचारियों के साथ ग्रामीण डाक सेवक के वेतनमानों का भी निर्धारण हो, 50% महंगाई भत्ते का वेतन में विलय कर उसके अनुपात में सभी भत्तों में बढ़ोत्तरी हो एवं सभी कॅज्युअल लेबर तथा कॉन्टीजीयेन कर्मचारियों का डाक विभाग में नियमितीकरण हो।

इन तीन मांगों के लिए अनिश्चितकालीन हड़ताल पर जाने का निर्णय लिया है।

इन सभी विषयों पर चर्चा कर हमें इस केंद्रीय कार्यकारिणी में उचित निर्णय लेना है, ये समय की पुकार है।

‘शुभकामनाओं सहित’,

आपका भाई  
टी.एन. रहाटे  
जनरल सेक्रेटरी

## Index

• Shri G.K. Padmanabhan passed away (English & Hindi) .....	5-6
• Chalo Jabalpur (M.P. Circle) for 3 <sup>rd</sup> Central Working Committee Meeting .....	7-16
• Minutes of NUPE P-IV held at Ahmedabad, Gujarat, .....	17-29
during 29 <sup>th</sup> to 30 <sup>th</sup> May, 2013 and 1st June, 2013 (English & Hindi)	
• Sexual Harassment Cases - Secretary (Posts) takes a serious view .....	22-22
• Let us recall all the leaders of 1960 & 1946 Strike .....	29-29
• Report on Federal Working Committee & Change Management Seminar .....	30-31
• 7th Pay Commission .....	32-35
• NFPE & FNPO Decided to go on nationwide Indefinite Strike .....	36-36
• Ex-gratia bonus payable to Gramin Dak Sevaks .....	36-36
• To further Strengthen the Agitation of Postmen/MTS (English & Hindi) .....	37-37
• Memorandum submitted to the Secretary, Department of Posts .....	38-54
on Urgent Issues of Postmen and MTS Staff (English and Hindi)	
• Minutes of Discussion held on 2-8-2013 .....	55-61
• JCM Departmental Council Meeting .....	62-80
• Items for Postal Departmental Council, JCM .....	81-84
• National Council JCM on Pensionary Matters - Minutes of Meeting held on 28-5-2013 .....	85-88
• Minutes of the JCM Standing Committee Meeting held on 23-8-2013 .....	89-96
• Minutes of the Meeting held on 2-8-2013 under the Chairpersonship of Secretary (Posts) .....	97-106
<b>GDS Related Orders .....</b>	<b>107-137</b>
• Payment of Severance Amount and accumulations under Service Discharge .....	107-108
Benefit Scheme (SDBS) in case of Gramin Dak Sevaks death while in service	
• GDS - Working Strength, Service benefits & Welfare Schemes .....	109-113
• Scheme for Engagement of a Dependent of Deceased GDS on Compassionate Grounds .....	114-115
• Payment of arrears to the substitutes of Gramin Dak Sevaks worked in leave vacancies .....	116-121
• Circle Welfare Fund for Gramin Dak Sevaks .....	122-129
• Bye-Laws to the Scheme of Gramin Dak Sewak Circle Welfare Fund .....	130-134
• Maintenance of Select Panel while finalizing the selection of various categories of GDS .....	135-135
• Plan Training activities for GDSs under 'Human Resource Development' .....	136-137
<b>Cadre Restructuring .....</b>	<b>138-144</b>
• Cadre Restructuring of Group 'C' Employees Modification of Constituted Committee .....	138-138
• Holding of meeting on Cadre Restructuring of Group 'C' Employees .....	139-139
• Proposal for cadre restructuring .....	140-140
• Legal Position to Abolition of Posts .....	145-145
• Order of CAT (Principal Bench) On Stay Against Abolition of Posts of .....	145-146
Postmen & MTS Years 2005 to 2008	
<b>CGHS related Orders .....</b>	<b>147-151</b>
• Extension of CGHS facilities to permanently disabled .....	147-148
dependent brother of a CGHS beneficiary	
• Merger of 19 Postal Dispensaries presently functioning in 12 CGHS .....	149-149
• Reply - To provide mediclaim policy to the employees in lieu of CGHS and AMA facility. ....	150-150
• Reimbursement of Mediclaim for Emergency Treatment in Non-Empanelled Hospital .....	151-151
• Furnishing of information regarding transfer, retirement, voluntary retirement, .....	152-153
resignation, missing, long leave	
<b>LTC Related Orders .....</b>	<b>154-159</b>
• Home Town LTC to employees whose headquarter and home town and within the same district .....	154-154
• No change in LTC Air-travel entitlement .....	155-157

• Grant of Transport Allowance to Orthopaedically handicapped Central Government Employees. ....	158-158
• Guidelines on Air Travel on Official Tours/Leave Travel Concession .....	159-159
• Clarification on grant of CCL .....	160-160
• Request to conduct special examination for recruitment to the Postman & MTS cadres .....	161-163
• Suggestions towards proposed increase in the retirement age of the .....	164-168
Central Government Employee from 60 to 62 years	
• Non-implementation of Orders of Chief General Manager, Mail Business, CGM (MB) .....	169-169
• To provide mediclaim policy to the employees in lieu of CGHS and AMA facility. ....	170-170
• Non-implementation of the Orders issued by the Directorate, New Delhi .....	171-172
in respect of recruitment to the vacant post of Postman & MTS for the year 2009 to 2013	
• Eligibility of widowed/divorced daughters for grant of family pension .....	173-174
• Post Offices in Rented Buildings .....	175-177
• Important points to be checked by Sub Divisional Heads during their visit to Sub Post Office .....	178-178
• Recommendations made on various issues relating to casual labourers .....	179-179
• Temporary Employees joined before Jan, 2004 and regularised in NPS .....	180-180
will eligible for Pension & GPF: CAT	
• Duty on Sundays/holidays in delivery offices - Held in abeyance until further orders. ....	181-181
• Gazette Notification No. N 656 dt. 24th November 1995 regarding compulsory .....	182-185
installation of letter delivery boxes on the ground floor	
• Enhancement in the rate of used Medical Allowance .....	186-186
• Promotion in the same Grade Pay .....	187-187
• Revision of rates of damages for unauthorised occupation of .....	188-189
General Pool Residential Accommodation in metropolitan cities of India	
• TCS making India Post Technology smart .....	190-190
• Non-writing of clear remarks / reasons by postmen for non-delivery of SP and Regd. Post Articles .....	191-191
• Split Duty Allowance - Continuing in the Same Rate .....	192-192
• Grant of Grade Pay of Rs. 1800 to Group D / MTS who retired / expired from service .....	193-193
after 31-08-2008 without having been imparted training	
• Submission of representations / petitions or advance copies of representations to Directorate .....	194-195
• Grant of one increment in pre-revised pay scale - OM dated 19-3-2012 .....	196-197
• Grant of family pension and gratuity to the eligible member of the family .....	198-199
• Simplification of pension process for permanently disabled children/siblings and dependent parents .....	200-202
• Payment of arrears of pension .....	203-204
• Withholding of 10% gratuity from the retiring Government Servants .....	205-207
• Expected DA From January 2014 .....	208-208
• Amendment in Constitution of National Union of Postal Employees, .....	209-212
Postmen & Group-D/MTS Group-C (English and Hindi)	
• New Pension Scheme .....	213-213
• Conducting of Limited Departmental Competitive Examination .....	214-214
• Application of provisions of Para 5 of Annexure to OM on MACPs .....	215-216
• Clarification on Encashment of Earned Leave in connection with Leave Travel Concession .....	217-219
• General Secretary Letters to DG/Secretary (P) and Department of Posts and other Circles .....	220-236
• General Secretary Letters to Prime Minister .....	236-236
• Reply Received from DOPT to General Secretary .....	237-248
• Reply Received from the Prime Minister .....	248-248
• Some Important Orders .....	249-252
• CHQ Notes .....	253-253
• Vote of Thanks .....	254-254

•••

---

---

## **SAD NEWS**

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

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

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

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

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

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

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

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

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

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

- T.N. Rahate  
General Secretary and  
President FNPO

## पोस्टल यूनियन का एक कीमती मोती लुप्त हुआ

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

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

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

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

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

- टी.एन. रहाटे

जनरल सेक्रेटरी एंड प्रेसीडेंट FNPO

**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

(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/3<sup>rd</sup> CWC/Jabalpur (M.P.)/01/2013

Date : 22-10-2013

**Chalo Jabalpur (M.P. Circle) for  
3<sup>rd</sup> Central Working Committee Meeting**

To,

All CHQ Office Bearers and  
All Circle Secretaries

**Subject : CWC of NUPE Postmen & Group 'D'/MTS  
on 28<sup>th</sup> to 30<sup>th</sup> November 2013, at Dr. Bhimrao Ambedkar Training Centre,  
(T.T.C.) Telecom Training Centre, Rij Road, Jabalpur, (M.P.)**

Brothers and Friends,

This is to inform you that the **All India Central Working Committee Meeting NUPE-Postmen and Group 'D'/MTS** will be held at **Dr. Bhimrao Ambedkar Training Centre, (T.T.C.) Telecom Training Centre, Rij Road, Jabalpur, (M.P.) on 28<sup>th</sup> to 30<sup>th</sup> November 2013.**

As Jabalpur is a city, it is not easy to find proper accommodation for a big group if booking is delayed. Considering this, it has been decided to provide room accommodation for the CWC members. **Those C.W.C. Members who are coming with their families may be advised to intimate the same early and to send money in advance to book these rooms.** So that they can try to get good and convenient accommodation.

**So you are advised to arrange your transport/train reservation** in advance to reach the venue in time. Please make it convenient to **furnish** the time to time **information and to forward sufficient amount in advance** for making the necessary arrangements to **Shri Radheshyam Varma, Circle Secretary, M.P. Circle, Hoshangabad, Mobile No. 09479380807, Shri R.K. Mishra, OGS, CHQ, Mobile No. 09407337901, Ex-OGS, CHQ Shri I.L. Yadav, Mobile No. 09424767746 and Shri T.N. Rahate, Mobile No. 09869121277, 08080070500.**

Thanking you,

Yours Sincerely



(T.N. RAHATE)  
General Secretary

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

(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/3<sup>rd</sup> CWC/Jabalpur (M.P.)/02/2013

Date : 22-10-2013

**NOTICE**

It is notified for the information of all concerned that the **Central Working Committee meeting** of the **National Union of Postal Employees, Postmen and Group 'D'/Multi Tasking Staff**, Group 'C' Union will be held on **28<sup>th</sup> November 2013 to 30<sup>th</sup> November 2013 at Dr. Bhimrao Ambedkar Training Centre, (T.T.C.) Telecom Training Centre, Rij Road, Jabalpur, (M.P.)**

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

The following shall be the Agenda :

1. Homage to G.K.P. and wife of K.R. and to the other departed souls.
2. Last CWC Minutes and General Secretary Report.
3. Organisational Review.
4. Financial Review.
5. 7th CPC Memorandum and New membership of the April 2013
6. Future of India Post
7. Problems at all level.
  - (i) Harassment of Postmen and Group 'D'/MTS in 'Project Arrow';
  - (ii) 100% delivery;
  - (iii) Postman new norms. The walk of the Postman should be measured by **Spedometer only**;
  - (iv) Anomalies in MACP of Promotee Postman and PA cadre;
  - (v) To increase the rate of Uniform to provide good quality of uniform and give cash payment of umbrella, chappals if not supplied in time.
8. Resolution and filing of new cases in the Court.
  - (i) MACP of Promotee Postman;
  - (ii) **WP No. 3225/2007 IN OA No. 164/2005. In the matter of Shri Dharam Singh and others, Department of Post Order No. 2-48/2011-PCC Dated August 2012 of India Post should be implemented for all the MTS (Packers/Peons);**
  - (iii) **17093 posts have been abolished from the year 2005 to**



**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

(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/3<sup>rd</sup> CWC/Jabalpur (M.P.)/02/2013

Date : 22-10-2013

**2008, so a case is filed in Principal CAT Court to take Stay Order on the abolition of the posts, but still they are abolishing the post this is Contempt of Court, we are trying hard to stop the abolition.**

9. Agitational Programme of Postmen Union and Postal JCA decided Indefinite Strike for **50% merger of DA, GDS, 7th CPC, Increase wages of Casual Labour and others.**
10. Stoppage of Anti Union activities.
11. Any other items with the Permission by Chair.
12. Vote of thanks.



(T.N. RAHATE)

General Secretary

Ref. No.: NU/P-IV/3<sup>rd</sup> CWC/Jabalpur (M.P.)/02/2013

Date : 22-10-2013

Copy for information and necessary action

1. All Heads of the Circles, **with request to grant Special Casual Leave to the Central Working Committee members with Circle Secretaries** working in their respective Circles as per the orders on the subject.
2. **The Director General/The Secretary, Department of Posts, Dak Bhawan, New Delhi-110 001**
3. All the Central Working Committee Members and Circle Secretaries
4. The Secretary General, FNPO, New Delhi-110 001
5. Postal Prakash
6. Press



(T.N. RAHATE)

General Secretary

**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

(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/3<sup>rd</sup> CWC/Jabalpur (M.P.)/3/2013

Date : 22-10-2013

To,

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

**Subject : CWC of NUPE Postmen & Group 'D' / Multi Tasking Staff, Group 'C'-  
in Jabalpur (M.P.) Circle from 28th November, 2013 to 30th November, 2013**

Sir/Madam,

The Central Working Committee of **National Union of Postal Employees, Postmen and Group 'D' / Multi Tasking Staff, Group 'C'** will be held in **Jabalpur (M.P.) Circle** on **28-11-2013 to 30-11-2013** (copies of the notice is enclosed).

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

Thanking you,

Encl: 1

Yours Sincerely



(T.N. RAHATE)  
General Secretary

CC for information and necessary action

1. All Circle Secretaries

NUPE, Postmen & MTS

**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

(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/3<sup>rd</sup> CWC/Jabalpur (M.P.)/4/2013

Date : 22-10-2013

To,

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

**Subject : CWC of NUPE Postmen & Group 'D' / Tasking Staff, Group 'C'-  
in Jabalpur (M.P.) Circle from 28th November, 2013 to 30th November, 2013**

Sir/Madam,

The Central Working Committee of **National Union of Postal Employees, Postmen and Group 'D' / Multi Tasking Staff, Group 'C'** will be held in **Jabalpur (M.P.) Circle** on **28-11-2013 to 30-11-2013** (copies of the notice is enclosed).

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

Thanking you,

Encl: 1

Yours Sincerely



(T.N. RAHATE)  
General Secretary

CC for information and necessary action

1. Circle Secretary, NUPE, P-IV  
..... Circle

---

---

**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

**(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/3<sup>rd</sup> CWC/Jabalpur (M.P.)/05/2013

Date : 22-10-2013

To,

Shri .....

All Circle Secretaries

All CHQ Office Bearer

.....

**Subject : Central Working Committee meeting of our Union to be held  
on 28-11-2013 to 30-11-2013 in Jabalpur**

Dear Friends,

You are requested to attend the CWC meeting. The copy of Notice issued is enclosed herewith. Please note the guidelines while attending the CWC.

1. CWC will be held for **two days (29-11-2013 and 30-11-2013)**.
2. The accommodation is available from **7 am on 29-11-2013** and we have to vacate it at **11.00 pm hours on 30-11-2013**.
3. The Lodging and Boarding is available for two days to **CWC members** or the Circle Secretaries only. You are requested to kindly attend timely.
4. Being winter season **you have to carry your woollen clothes like sweater, socks etc.**
5. **(No any TA or DA will be paid from CHQ, kindly note.)**

**Note : Only CHQ Office Bearers should take their TA for II Class Train Fare from their Division and a copy of TA ticket should be given to the CHQ Treasurer and receive a Quota receipt from your Division.**

6. Venue of the CWC may change, you are requested to confirm it before boarding by telephoning to **Shri Ghosh, Chief Advisor, CHQ, Mobile No. 09830335322** or

**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

(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/3<sup>rd</sup> CWC/Jabalpur (M.P.)/05/2013

Date : 22-10-2013

**Shri T.N. Rahate**, General Secretary, Mobile No. **09869121277, 08080070500**  
and **Shri Radheshyam Varma**, Circle Secretary, M.P. Circle, Mobile No.  
**09479380807, Shri R.K. Mishra**, OGS, CHQ, Mobile No. **09407337901**, Ex-  
OGS, CHQ **Shri I.L. Yadav**, Mobile No. **09424767746**.

7. The copies of Notice of CWC and letters addressed to **CPMG by CHQ** are enclosed herewith. **You are requested to deliver this letter to your concerned CPMG** for grant of SPL CL to yourself only.

With CWC greetings,

**Important Notice :** While attending CWC meeting you have to bring along a

- (i) New **corrected mailing list** of your **Circle Office Bearer and Division/Branch Secretaries** alongwith their name and full address with Pincode number so that we can mail the copies of 'Postal Prakash' to all the Division/Branch Secretaries.
- (ii) New members of April 2013 of your Circle, Division/Branch.

Yours Sincerely



(T.N. RAHATE)  
General Secretary

**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

(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/3<sup>rd</sup> CWC/Jabalpur (M.P.)/05/2013

Date : 22-10-2013

सेवा में,

श्री .....

सभी सर्कल सचिव,

सभी सी.एच.क्यू. ऑफिस बेर

.....

**विषय : केंद्रीय कार्यकारिणी सभा तारीख 28-11-2013 से 30-11-2013 तक**

महोदय,

आपको सूचित करते हुए हर्ष होता है कि हमारे नॅशनल यूनियन ऑफ पोस्टल एम्प्लॉईज, पोस्टमैन और ग्रुप 'डी' की ओर से पहली केंद्रीय कार्यकारिणी की सभा दिनांक 28-11-2013 से 30-11-2013 शाम तक होना तय हुआ है। आप इस सभा में सादर आमंत्रित हैं। कृपया नीचे लिखी हुई सूचनाओं का अवलोकन कर उनका पालन करें यह प्रार्थना है।

आपका भाई



(टी.एन. रहाटे)

जनरल सेक्रेटरी

नॅशनल यूनियन, पी-IV, हेडक्वार्टर, दिल्ली

**सूचनाएं**

1. केंद्रीय कार्यकारिणी सभा केवल दो (2) दिन के लिए है (29-11-2013 और 30-11-2013)।
2. ठहरने की व्यवस्था ता. 29-11-2013 सुबह 7.00 बजे से की गई है। हमें ता. 30-11-2013 रात 11.00 बजे इस जगह को छोड़ना होगा।
3. सिर्फ आपके खाने और ठहरने की व्यवस्था की गई है। यदि आप अपने साथ किसी दूसरे सभासद या कार्यकर्ता को लाते हैं तो उनके खाने और ठहरने की व्यवस्था करने में जो खर्चा होगा, वह खर्चा आपको रिसेपशन कमेटी को देना होगा।

U.N.I.

F.N.P.O.

I.N.T.U.C

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

(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/3<sup>rd</sup> CWC/Jabalpur (M.P.)/05/2013

Date : 22-10-2013

4. सर्दी के मौसम होने के कारण आपको अपने लिए गरम कपड़े स्वेटर, मौजे इत्यादि लाने होंगे।
5. हेड क्वार्टर से आपको आने-जाने का कोई खर्चा एवं भत्ता वगैरह नहीं मिलेगा, कृपया इसे नोट करें।  
नोट : सिर्फ CHQ ऑफिस बेरर अपने डिवीजन से TA का खर्चा लेकर, टिकट की एक प्रति खंजाची को देकर अपने डिवीजन का कोटा रसीद ले लें।
6. केंद्रीय कार्यकारिणी सभा के स्थान में परिवर्तन हो सकता है। कृपया घर से निकलने से पहले आप श्री घोष, सीनियर सी.एच.क्यू., फोन नं. 09830335322 या श्री टी.एन. रहाटे, सेक्रेटरी जनरल, फोन नं. 09869121277, 08080070500 और श्री राधेश्याम वर्मा, सर्कल सेक्रेटरी, एम.पी. सर्कल, फोन नं. 09479380807, श्री आर.के. मिश्रा, ओजीएस, CHQ, फोन नं. 09407337901, पूर्व-ओजीएस, CHQ श्री आई.एल. यादव, फोन नं. 09424767746 पर संपर्क करें।
7. आप से अनुरोध है कि आपके विभाग के चीफ पोस्ट मास्टर जनरल साहब के लिए एक पत्र अपने केंद्रीय कार्यकारिणी के संदर्भ में इस पत्र के साथ जुड़ा है। कृपया उस पत्र को उन्हें देकर आप आपके लिए विशेष छुट्टी का आवेदन देकर छुट्टी प्राप्त करें।

**महत्वपूर्ण सूचना :** C.W.C. की मीटिंग के लिए आते समय आपको (i) अपनी नयी संशोधित सर्कल मेलिंग लिस्ट, सर्कल कार्यकारिणी और डिवीजन/ब्रांच सेक्रेटरी का नाम व पता पीन कोड सहित साथ लाना है या हमारे मुंबई के पते पर तुरंत भेजिये ताकि 'पोस्टल प्रकाश' के प्रति हर डिवीजन/ब्रांच सचिव को भेजी जा सके। (ii) नये मेंबर अप्रैल 2013 की फायनल लिस्ट डिवीजन/ब्रांच वाइज करके साथ लाना है।

(टी.एन. रहाटे)

जनरल सेक्रेटरी

**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

(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/3<sup>rd</sup> CWC/Jabalpur (M.P.)/ /2013-14

Date : 22-10-2013

To,

Shri.....

.....

.....

.....

**Invitation**

Dear Brother,

I am pleased to intimate that our Union is holding its **Central Working Committee Meeting at Dr. Bhimrao Ambedkar Training Centre, (T.T.C.) Telecom Training Centre, Rij Road, Jabalpur in (M.P.) Circle on 29th November, 2013 and 30 November, 2013.**

You are the leading light of the organisation (**Secretary General -FNPO / General Secretary, Senior Leader -FNPO**) so you are **cordially invited** to grace the occasion of C.W.C. as Chief Guest and **to give your valuable guidance to C.W.C. Members** and Circle Secretaries.

**T.A. D.A. Train Fare will be provided by Reception Committee, M.P. Circle in Jabalpur.** So you are requested **to book your to and fro train journey tickets in advance.**

Kindly accord your consent for Chief Guest and oblige us.

With regards,

Yours Sincerely



(T.N. RAHATE)

General Secretary



**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

(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/CWC/Gujarat/2013  
.....

Date : 29-05-20123  
.....

**Minutes of NUPE P-IV held at Ahmedabad, Gujarat,  
during 29<sup>th</sup> to 30<sup>th</sup> May, 2013 and 1st June, 2013**

The CWC started at 13.30 hours under the Chairmanship of Shri C.P. Nayee.

Shri T.N. Rahate, General Secretary welcomed the President and all Office Bearers of the CHQ and Senior Leaders and all attended invitees and visitors.

He then read out the notice of CWC which was approved by the house. Then as per agenda item the homage was given to all departed souls by observing two minutes silence.

Next item of last CWC Minutes and General Secretary report was placed before house and last CWC Minutes and report were readout by General Secretary page by page. Shri Nayee left the house and Shri Mujumdar hold the Chair of President.

The house approved the General Secretary's report placed before CWC members delegates, visitors and all invitees.

Shri Gulam Rabbani, Andhra Circle addressed house and gave details of increasing membership in Andhra Circle, he briefed the case of Promotion from GDS to MTS by examination and as per Seniority-cum-fitness, workload of Postman, non-cooperation of rival Union. Hoped for better future due to active participation of branch to CHQ level. In Andhra Circle, 2 to 3 Postman are suspended for nondelivery of Speed articles by Union rivals.

Assured for remittance of Quota, Shri G.P. Varma, Circle Secretary, Chattisgarh spoke about remittance of Quota.

Shri Ashok Sharma, Circle Secretary came to manch but inbetween Shri Theagarajan, Secretary General, FNPO entered the hall, he was welcomed by house by clapping and saying "Theagarajan Zindabad."

Then Shri Ashok Sharma, Circle Secretary, Delhi spoke about Delhi Union position and gave details of membership which is now increased though some old members left us. In

---

---

New Delhi 135 members have increased, they gave details and told that more than 200 members have joined our National Union.

Then he spoke about shortage of Postman Staff. Requested for strong agitation for filling up of all vacant post, assured for remittance of Quota.

Shri Jaipal Singh, Circle Secretary, Haryana spoke about position of his Circle.

Then Shri Theagarajan, Secretary General, FNPO addressed the House and talked about Postman norms and shortage of Postman, briefed about Postman Committee, abolition of Posts and Postman norms. CAT case Stay in Delhi Principal CAT in R/O abolition of Posts. Postman work will not change but overall change will be of Postal operations after satellite joining programme.

He then gave details of UNI delegation visiting the house at 16.30 today.

He said regarding 2015 7th Pay Commission, 50% merger of DA, asked for quota for FNPO. Was glad to know that our membership is increasing, gave details of Tamil Nadu position, captured the coop societies of Postal Staff.

Shri Kurudigi, CS, Karnataka spoke about stay on abolition of Post, 7th CPC, 50% merger of DA, asked for notice for Postman demand.

Shri Mahesh, AGS from Kerala spoke and told that C/S Kerala could not attend due to some unavoidable matters. He thanked Gujarat Circle for holding CWC.

Shri R.S. Varma, Circle Secretary, MP, briefed that Quota should be send regularly and assured for better functioning.

Shri K.S. Lamje, Circle Secretary, Maharashtra spoke about report submitted by General Secretary in CWC. And said we are ever increasing membership in Maharashtra, remitting regular quota is being collected in Circle CWC. Talked about CAT stay on abolition of Post, asked for decision of agitation, asked for Shri C.P. Nayeys retirement farewell.

Shri Anant Patil, Circle Secretary, Foreign Post said that Shri Rahate is cooperative in solving problems of Foreign Post.

Shri Surendra Kumar, Circle Secretary, Punjab Circle spoke about shortage of staff, heavy workload of Postman.

Shri Shekhar Mukherjee, Circle Secretary, West Bengal said we have increased membership every year. This year 200 members have enrolled in NUPE P-IV, asked for regular examination for promotion from GDS to enable us to enroll new members. Also spoke about kit items, faulty umbrella, detailed about poor quality of kit items, delivery of Speed Post.

---

---

In between speech of Shri Shekhar Mukherjee, Shri C.P. Nayee took the Chair of President. Shekhar pointed out that RJCM of West Bengal tenure completed in the month of January 2012 (three years tenure) now turn of NUPE P-IV is due. Secretary General, FNPO be requested to fill up the post by nominating Circle Secretary, NUPE P-IV, West Bengal as member RJCM.

Shri Gunsekharan, Circle Secretary Tamilnadu, thanked CWC and appreciated General Secretary Report.

Shri Parsuram Gupta, Circle Secretary UP, rotation of beat should be abolished. Double beat should be for one or two days only.

Shri Ashok Sharma, Circle Secretary, Bihar, spoke about quota position of Bihar, Uniform to MTS.

Shri Solanki, Circle Secretary, Gujarat spoke and told that Gujarat Circle is having 3rd position in membership under the leadership of Shri C.P. Nayee. Talked about question papers of GDS promotion case, cycle allowance, apologised for stay problems of CWC members.

Shri Satishchandra, Delhi gave details of increase in membership of Delhi.

Shri Shailesh Parmar, Gujarat Circle praised Shri C.P. Nayee, for his work of Union.

Shri K.M. Parmar, Gujarat spoke for vacant post, Speed Post, nodal delivery, shortage of staff, requested General Secretary to write CPMG to come up with the rule of development of Gujarat as Postal side also.

Shri T.N. Rahate spoke about Nayee's role and his team of Gujarat Circle about membership and quota and requested that after retirement of Shri C.P. Nayee, Gujarat members of NUPE P-IV should rise for the occasion.

Inbetween this, the Japanese delegation of UNI entered the hall. They were welcomed heartily by the house. Shri Theagarajan, Secretary General gave introduction of guest Shri Ettchi Ito and Shri Masuru Honda.

Shri Rahate asked the Circle Secretaries to give garland to the guests one by one.

There was huge garland gathered on dais. Then Shri Ito talked about his status of Postman in Japan, his entry in Department of Posts of Japan and gave other particulars of Postal Services in Japan.

Shri Honda spoke in Japanese, Tokyo which was translated in English by Shri Ettchi Ito and it was translated in Hindi by one lady.

---

---

Shri D. Theagarajan spoke on the occasion giving details of Postman position from 1990 to 2012 and focused on better financial position and said our sons daughter are studying and are doctors, lawyers, engineers due to efforts of Union and Shri T.N. Rahate's efforts.

Then guests left the hall and then again CWC continued.

Smt. Vani, lady member spoke and gave thanks for allowing her to talk before us.

Shri Thrivikraraman Nair, Ex AGS, Kerala spoke on the occasion.

Shri N.K. Naik Secretary to General Secretary spoke about Japanese UNI delegation.

Shri Hanifa, Kerala spoke that he is very much pleased to attend the CWC.

Shri P.V. Subramaniam, Ex General Secretary spoke on the issues related to the Postmen & Group 'D'.

Shri Gadgil Guruji spoke on the occasion.

Shri Awate, Office Secretary, CHQ spoke that whatever work I have done is due to Shri Rahate. I am working on behalf of Union and then he briefed about type of work, problem of writing, also talked about Quota vacant post.

Shri Ajmer Singh, Ex-Office Bearer, Punjab, spoke on the occasion of CWC concerned to problems related to common Government Servant.

Shri Naresh Chandra Sharma, UP Circle welcomed all and offered thanks.

Shri Bishwas, West Bengal spoke on the CWC gathering.

Shri Sunil Zunjarrao, AGS, CHQ spoke on the occasion about the presence of CWC members. Every Circle Secretary should give details of strength of members. It should be in laptop, asked to increase members of GDS Union also.

Shri V.K. Mathur, Delhi asked delegates about their participation in CWC meeting then described the Delhi situation of past dispute and now 200 new members are enrolled in Delhi Circle.

CWC adjourned till next day.

CWC meeting 31-5-2013 will be continued. Started again at 11.30 hours under the Chairmanship of Shri Lakhan Mujumdar, Working President.

Shri Jagdish Sharma, TRR readout the Quota received Circlewise.

Shri Gulam Rabbani spoke on quota issue.

Shri B.M. Ghosh, senior leader spoke on the occasion of CWC, talked on financial position of CHQ, reflecting membership status.

---

Then he briefed the future programme of agitation of NFPE P-IV, FNPO P-IV, Joint action of JCA and told the additions made in Charter of Demand of JCA.

Shri Gulam Rabbani suggested some additions in Charter of Demand.

Shri Shekhar Mukherjee West Bengal Circle Secretary raised some difficulties for delivery wearing half pants.

Shri Ashok Sharma, Circle Secretary Delhi supported the proposed agitation.

Shri K.S. Lamje, Circle Secretary, Maharashtra raised the issue of abolition of vacant posts. Stay by Principal CAT and future of those post. He gave full support for proposed programme.

Shri Ashok Sharma, Circle Secretary, Bihar supported the agitation programme alongwith the Circle Secretary, Chattisgarh, Haryana, Karnataka, Kerala AGS CHQ, MP, Punjab, Tamil Nadu, UP, Shri Sunil Zunjarrao AGS, Nareshchandra Sharma, Ajmer Singh, Mathur, Lakhan Mujumdar.

CWC adjourned for lunch.

CWC commenced at 15.00 hours under the Chairmanship of Shri Nayee.

Shri T.N. Rahate spoke in detail as per agenda item.

Shri Gulam Rabbani announced that he is preparing for next AIC at Tirupati Balaji.

Shri Rahate announced that next CWC will be held at Jabalpur during October-November 2013.

Shri T.N. Rahate then honoured Shri C.P. Nayee by CHQ. Shri Nayee's satkar served by various Circles.

Due to retirement of Shri C.P. Nayee the post of President and some other post fell vacant by one or another reason hence on those posts following Office Bearers cooped on these posts as below-

1. President	Shri L. Mujumdar	West Bengal
2. Working President	Shri A.K. Solanki	Gujarat
3. Vice President	Shri Jaipal Singh	Haryana
4. Dy. General Secretary	Shri V.K. Mathur	Delhi
5. Org. Secretary	Shri R.K. Mishra	MP

Shri C.P. Nayee spoke on the occasion and described his tenure in Union and service. Then Shri Kurudigi AGS offered vote of thanks. CWC concluded.

- CWC President

---

---

## **Resolutions**

Following resolutions were unanimously passed in the CWC.

1. Resolve for abolition of all nodal delivery centres in country particularly case of West Bengal and Karnataka Circle.
2. Resolve for filling up posts of Member RJCM in West Bengal, Andhra and Circles those are due for change due to completion of tenure of present members.
3. Resolve for timely holding meeting from Division to CPMG level i.e. monthly, bi-monthly, four monthly meetings.
4. Resolve to fill up all vacant posts of Postman, Group 'D' MTS staff within 30th June 2013 as directed by Department.
5. Resolve to stop harassment of Postman Group 'D' MTS staff at all levels.
6. Resolve for immediate payment of Speed Post delivery incentive bills.
7. Resolve for timely holding of DPC for promotion of GDS staff for Postman Group D MTS post.
8. Resolve for immediate supply of kit items, i.e. Uniform cloth, umbrella, chappal, shoes, sarees etc.
9. Resolve for immediate finalisation of cadre restructuring of Postman cadre.
10. Resolve to hold Special Examination for GDS to Postman for vacancies of year 2009 to 2012 due to hard questions of last exam, no sufficient candidates declared successful.
11. Resolve to increase double duty allowance (Holiday) to Postman.
12. Resolve to minimise the size and weight of EPP for easy carrying by Postman.

---

---

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

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

## केंद्रिय कार्यसमिति अहमदाबाद

30-5-2013 से 1-6-2013

केंद्रिय कार्यसमिति दिनांक 30-5-2013 को दोपहर 13.30 बजे अध्यक्ष श्री सी.पी. नायी इनके तत्वाधान में प्रारंभ हुई। श्री टी.एन. रहाटे, जनरल सेक्रेटरी ने अध्यक्ष एवं सभी कार्यकारिणी सदस्यों का स्वागत किया। सभी वरिष्ठ नेतागण एवं आमंत्रित मेहमानों का अभिवादन किया, तदपश्चात् उन्होंने कार्यकारिणी की नोटिस पढ़कर सभी की सम्मति से पारित की। एजेंडा विषयानुसार सभा की कार्यवाही प्रारंभ की। सभी दिवंगत व्यक्तियों के लिए दो पल मौन रखकर भावभरी श्रद्धांजलि अर्पित की।

इसके उपरांत केंद्रिय कार्यकारिणी के मिनिट्स तथा जनरल सेक्रेटरी की रिपोर्ट सदन के पटल पर रखी। रिपोर्ट के सभी पन्नों को पढ़ने के बाद उसे सदन में पारित किया। इस बीच श्री सी.पी. नायी के स्थान पर (अध्यक्ष) श्री लखन मुजुमदार स्थापित हुए।

श्री गुलाम रब्बानी, सर्कल सेक्रेटरी, आंध्र प्रदेश ने सदन को संबोधित किया तथा सदस्य संख्या में बढ़ोत्तरी, GDS से MTS परीक्षा, पोस्टमैन, वर्कलोड, विरोधी संगठन का असहकार आदि विषयों को स्पर्श किया। आंध्र सर्कल में दो से तीन (2/3) पोस्टमैन का निलंबन का विषय उठाया। नियमित कोटा CHQ को भेजने का आश्वासन दिया।

श्री जी.पी. वर्मा, सर्कल सेक्रेटरी, छत्तीसगढ़ ने अपने संबोधन में CHQ को देय कोटा भेजने की बात कही।

इस बीच श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO का सदन में आगमन हुआ। उनको सभी सदस्यों ने खड़े होकर तालियों की गड़गड़ाहट से, 'त्यागराजन जिंदाबाद' के नारों से जोर-शोर से स्वागत किया। मंच पर उनके स्थानापन्न होने के उपरांत सदन की कारवाही पुनश्च शुरू हुई।

श्री अशोक शर्मा, सर्कल सेक्रेटरी, दिल्ली ने सदन को संबोधित किया तथा दिल्ली सर्कल में अपने संगठन की स्थिति, सदस्य संख्या, आदि के बारे में विस्तार से कहते हुए जानकारी दी कि नयी दिल्ली विभाग में 135 सदस्य अपने संगठन से जुड़ चुके हैं तथा संपूर्ण दिल्ली सर्कल में 200 सदस्य अतिरिक्त NUPE P-IV संगठन से जुड़ चुके हैं। उन्होंने पोस्टमैन पदों की कमी का विषय उठाते हुए सभी रिक्त पदों की भर्ती करने हेतु संगठन की ओर से संघर्ष की बात उठाई, तथा CHQ का देय कोटा के बारे में आश्वस्त किया।

श्री जयपाल सिंह, सर्कल सेक्रेटरी, हरियाणा ने सदन को संबोधित किया एवं उनके सर्कल संगठन की स्थिति को अवगत कराया।

इसके उपरांत श्री डी. त्यागराजनजी, सेक्रेटरी जनरल, FNPO ने सदन को संबोधित किया। उन्होंने पोस्टमैन नॉर्म्स, पोस्टमैन/MTS की कमी, पोस्टमैन कमेटी, रिक्त पदों को रद्द करना आदि विषयों पर चर्चा की। दिल्ली प्रिंसीपल CAT ने रिक्त पदों को रद्द करने के आदेश विरुद्ध स्थगन आदेश की बात की तथा कहा कि, पोस्टमैन के कार्य प्रणाली में कोई बदलाव नहीं हो सकता किंतु सेटेलार्डट प्रोग्राम के अंतर्गत डाक विभाग के अन्य कार्यप्रणाली में बदलाव होने की बात की। उन्होंने यूएनआई के प्रतिनिधि मंडल की अहमदाबाद CWC में 4.30 बजे भेंट देने की सूचना दी। सन् 2015 तक साथ में सातवां वेतन आयोग, 50% महंगाई भत्ते का वेतन में विलय तथा FNPO को कोटा भेजने की बात कही। उन्होंने संगठन की बढ़ती सदस्य संख्या पर आनंद व्यक्त किया तथा तामिलनाडु में डाक कर्मचारियों की सहकारी संस्था पर अपने संगठन ने अधिपत्य स्थापित करने की बात की।

श्री कुर्दुगी, ACS, CHQ ने अपने संबोधन में सातवां वेतन आयोग, 50% महंगाई भत्ता वेतन में विलीन करना, रिक्त पदों को रद्द करने के आदेश पर एवं पोस्टमैन मांगों पर संघर्ष की नोटिस जारी करने की बात कही।

श्री महेश, AGS, CHQ (केरल सर्कल) ने अपने संबोधन में सर्कल सेक्रेटरी केरल की अनुपस्थिति की बात कही तथा गुजरात सर्कल ने इस कार्यकारिणी का आयोजन किया इसके प्रति आभार व्यक्त किया।

श्री आर.एस. वर्मा, सर्कल सेक्रेटरी, मध्य प्रदेश ने नियमित कोटा भरने की बात की तथा भविष्य में कार्यप्रणाली में सुधार करने का आश्वासन दिया।

श्री के.एस. लामजे, सर्कल सेक्रेटरी, महाराष्ट्र सर्कल, इन्होंने अपने संबोधन में जनरल सेक्रेटरी द्वारा अपने रिपोर्ट की प्रशंसा की

तथा महाराष्ट्र सर्कल में सभासद संख्या बढ़ोत्तरी के विषय में तथा नियमित कोटा सर्कल की कार्यकारिणी के समय पर वसूल कर सभी वरिष्ठ संगठन को नियमित रूप से भेजने की प्रणाली के बारे में विस्तार से बताया। रिक्त पदों को रद्द करने के आदेश पर स्थगन आदेश की बात की। संघर्ष का निर्णय लेने के बारे में कहा तथा श्री सी.पी. नायीजी का सरकारी सेवा से निवृत्त होने पर केंद्रिय समिति की ओर से सत्कार की बात उठायी।

श्री अनंत पाटील, सर्कल सेक्रेटरी, विदेश डाक मुंबई महाराष्ट्र ने सदन को संबोधित किया तथा विदेश डाक सदस्यों की समस्याओं को सुलझाने के लिए श्री टी.एन. रहाटे द्वारा जो सहयोग मिलता है इसकी सदन को जानकारी दी।

श्री सुरेंद्रकुमार, सर्कल सेक्रेटरी, पंजाब सर्कल इन्होंने कर्मचारियों की कमी तथा पोस्टमैन के काम का बोझ बढ़ने की बात कही।

श्री शेखर मुखर्जी, सर्कल सेक्रेटरी, पश्चिम बंगाल ने अपने संबोधन में इनके सर्कल में प्रतिवर्ष बढ़ रही सदस्य संख्या की बात कही तथा इस वर्ष 200 सदस्य संख्या बढ़ोत्तरी हुई, नियमित रूप से GDS से पोस्टमैन परीक्षा होने की बात पर जोर दिया। क्विट आयटम निकृष्ट दर्जा आदि पर विस्तार से बात कही। उन्होंने पश्चिम बंगाल में RJCM सदस्य नियुक्ति की बात उठाई तथा इस समय NUPE P-IV की बारी है उस पर सर्कल सेक्रेटरी की नियुक्ति के लिए सेक्रेटरी जनरल FNPO से आग्रह किया।

श्री परशुराम गुप्ता, सर्कल सेक्रेटरी, उत्तर प्रदेश ने अपने संबोधन में बीट रोटेशन को रद्द करने की मांग की तथा डबल बीट केवल एक या दो दिन तक सीमित करने की मांग की।

श्री अशोक शर्मा, सर्कल सेक्रेटरी, बिहार सर्कल अपने संबोधन में बिहार से कोटा भेजने संबंध में आश्वासित किया तथा MTS को यूनिफार्म नहीं मिलने की बात कही।

श्री सोलंकी, सर्कल सेक्रेटरी, गुजरात ने कहा कि सदस्य संख्या में गुजरात सर्कल पूरे देश पर तीसरे नंबर पर है। और यह श्री सी.पी. नायी के सफल नेतृत्व का परिणाम है। उन्होंने GDS से पोस्टमैन परीक्षा के लिए पेपर की कठिनाइयों की बात की। सायकिल आलाउंस न मिलने की शिकायत की। केंद्रिय कार्यकारिणी के सदस्यों से क्षमा मांगी क्योंकि उनके ठहरने की व्यवस्था उचित ढंग से नहीं की गयी थी।

श्री सतीशचंद्र, दिल्ली सर्कल में सदस्य संख्या बढ़ोत्तरी के बारे में विस्तार रूप से बात की।

श्री शैलेश परमार, गुजरात सर्कल ने श्री सी.पी. नायी के संगठन नेतृत्व की प्रशंसा की।

श्री के.एम. परमार, गुजरात सर्कल ने अपने संबोधन में रिक्त पद, स्पीड पोस्ट, नोडल डिलीवरी, कर्मचारियों की कमी आदि पर प्रकाश डाला। जनरल सेक्रेटरी महोदय ने इन विषयों पर CPMG, गुजरात सर्कल को चिट्ठी लिखने का आग्रह किया।

श्री टी.एन. रहाटे, सदन को संबोधित करते समय श्री सी.पी. नायीजी की भूमिका और इनके नेतृत्व में गुजरात सर्कल के कार्यकर्ता की प्रशंसा की तथा नियमित रूप से कोटा CHQ को नहीं आने की शिकायत की। श्री सी.पी. नायी के निवृत्त होने पर गुजरात सर्कल के कार्यकर्ताओं को एकजुट होकर संगठन को आगे जाने का प्रयास करने की सूचना दी।

इनके भाषण के दौरान UNI के जापानी प्रतिनिधि मंडल का श्री डी. त्यागराजन के नेतृत्व में सदन में आगमन हुआ। मंच पर उपस्थित सभी सदस्यों ने खड़े होकर उनका सम्मानपूर्वक स्वागत किया। श्री डी. त्यागराजन, सेक्रेटरी जनरल, FNPO ने प्रतिनिधि मंडल के सदस्य श्री इटो एवं श्री होंडा का सदन को परिचय दिया। तदपश्चात श्री रहाटे की सूचनानुसार हर एक सर्कल सेक्रेटरी ने दोनों सदस्यों को पुष्पमाला अर्पित की। मंच पर पुष्पमालाओं का बड़ा ढेर-सा जमा हुआ था। श्री इटो ने सदन को संबोधित करते हुए उनके जापानी पोस्टऑफिस में नियुक्ति से लेकर आज तक की स्थिति पर प्रकाश डाला। श्री मसुरू होंडा ने जापानी भाषा में भाषण किया और उसका अंग्रेजी में अनुवाद श्री इची इटो ने किया व हिन्दी में अनुवाद एक महिला कर्मचारी द्वारा किया गया।

श्री डी. त्यागराजन ने इस अवसर पर बोलते हुए 1979 से 2012 इन 32 वर्षों में पोस्टमैन की आर्थिक स्थिति पर प्रकाश डालते हुए कहा कि उनके बच्चे डॉक्टर, वकील, इंजीनियर हुए इस पर उन्हें गर्व महसूस होता है, यह सब संगठन के प्रयासों का परिणाम है तथा श्री टी.एन. रहाटे के अथक परिश्रम की चर्चा की।

प्रतिनिधि मंडल का सदन से निर्गमन होने के पश्चात फिर से केंद्रिय कार्यकारिणी की शुरुवात हुई।

श्रीमती वाणी, महिला सदस्य ने सदन का आभार प्रकट किया।



श्री त्रिविक्रम नायर, भूतपूर्व AGS ने केरल ने सदन के प्रति अपनी शुभकामनाएं दी।

श्री नाईक, ऑफिस सेक्रेटरी मुंबई ऑफिस ने अपने संबोधन में यूनी जापानी प्रतिनिधि मंडल की चर्चा की।

श्री हनिपा, सदस्य, केरल ने केंद्रिय कार्यकारिणी में उपस्थित होने पर खुशी जाहिर की।

श्री सुब्रमण्यम पूर्व जनरल सेक्रेटरी ने सदन में पोस्टमैन ग्रुप डी की मांगों पर अपने विचार प्रगट किये।

श्री गाडगिल गुरुजी ने समोयोचित विचार प्रकट किये।

श्री आर.एन. आवटे, आफिस सेक्रेटरी, CHQ मुंबई ऑफिस ने अपने संबोधन में यह जो कुछ कर रहे हैं इसका सारा श्रेय श्री रहाटेजी को देते हुए संगठन के प्रति कार्यरत रहने की बात की। उन्होंने विस्तारपूर्वक विषयों पर लिखने की बात करते हुए कोटा तथा रिक्त पदों की चर्चा की।

श्री अजमेर सिंह, भूतपूर्व सदस्य, पंजाब सर्कल ने अपने संबोधन में सभी केंद्रिय कर्मचारियों की मांगों के लिए केंद्रिय कार्यकारिणी को कदम उठाने की बात की।

श्री नरेशचंद्र शर्मा, यूपी सर्कल ने सदन के सभी सदस्यों के प्रति स्वागत पर आभार प्रदर्शित किया।

श्री बिश्वास, पश्चिम बंगाल, ने केंद्रिय कार्यकारिणी के प्रति आभार व्यक्त किया।

श्री सुनील झुंजारराव, AGS, CHQ अपने संबोधन में प्रत्येक सर्कल सेक्रेटरी ने उनके सर्कल की सदस्य संख्या विस्तारपूर्वक जानकारी लैपटॉप पर कराने की बात की तथा अपने संगठन की सदस्य संख्या बढ़ाते समय GDS यूनियन की सदस्य संख्या बढ़ाने की अपील की।

श्री वी.के. माथुर, दिल्ली सर्कल ने सदस्यों को केंद्रिय कार्यसमिति में भाग लेने की विनती करते हुए दिल्ली सर्कल की स्थिति तथा पिछले संघर्ष पर प्रकाश डालते हुए आज 200 नये सदस्य बनाने की बात की।

तद्उपरांत केंद्रिय कार्यकारिणी की कार्यवाही कल तक के लिए स्थगित कर दी गयी।

आज दिनांक 31-5-2013 को 11.30 बजे श्री लखन मुजूमदार कार्यकारी अध्यक्ष के अध्यक्षता में शुरू हुई।

श्री जगदीश शर्मा, खंजाजी, CHQ ने कोटा स्टेटमेंट सर्कलवाइज सदन में पढ़कर सुनाई।

श्री गुलाम रब्बानी ने कोटा विषय में बातचीत की।

श्री बी.एम. घोष, वरिष्ठ नेता ने अपने संबोधन में CHQ की आर्थिक स्थिति का समीक्षा करते हुए सदस्य संख्या का मूल्यांकन संगठन के आर्थिक कोटा स्थिति से जुड़ा हुआ है इसकी जानकारी दी। उन्होंने NFPE P-4 तथा FNPO P-IV की JCA तथा भविष्य में होनेवाले आंदोलन की समीक्षा करते हुए मांग पत्र पर चर्चा की।

श्री गुलाम रब्बानी ने मांग पत्र नयी सूचनाएं दीं।

श्री शेखर मुखर्जी, सर्कल सेक्रेटरी, पश्चिम बंगाल ने आधी चड्डी (half pant) पहन कर डिलीवरी ड्यूटी पर काम करते हुए आनेवाली कठिनाइयों का जिक्र किया।

श्री अशोक शर्मा, सर्कल सेक्रेटरी, दिल्ली ने आंदोलन को पूर्ण समर्थन दिया।

श्री के.एस. लामजे, सर्कल सेक्रेटरी, महाराष्ट्र सर्कल ने रिक्त पदों को समाप्त करने के आदेश के विरुद्ध प्रिंसीपल CAT से स्थगन आदेश प्राप्त करने की मांग की और इस विषय पर होने वाले आंदोलन के लिए पूर्ण समर्थन दिया।

श्री अशोक शर्मा, सर्कल सेक्रेटरी, बिहार सर्कल एवं सभी सर्कल सेक्रेटरी छत्तीसगढ़, हरियाणा, कर्नाटक, केरल, AGS, CHQ, Circle Secretary, MP, Circle Secretary, पंजाब, सर्कल सेक्रेटरी तमिलनाडु, सर्कल सेक्रेटरी यूपी., श्री सुनील झुंजारराव, AGS, श्री नरेशनचंद्र शर्मा, श्री अजमेरसिंह, श्री माथुर, श्री लखन मुजूमदार इन सभी ने आगामी आंदोलन के लिए अपना समर्थन प्रकट किया।

केंद्रिय कार्यकारिणी भोजन के लिए स्थगित की।

भोजन उपरांत कार्यकारिणी दोपहर 3 बजे श्री सी.पी. नायी की अध्यक्षता में शुरू हुई।

श्री टी.एन. रहाटेजी ने विस्तारपूर्वक सभी विषयों पर अपने विचार प्रगट किये।

श्री गुलाम रब्बानी ने घोषणा की कि वे अगले अखिल भारतीय अधिवेशन (AIC) तिरुपति बालाजी में करने के लिए तैयार हैं।

श्री रहाटेजी ने घोषणा की, कि अगली केंद्रिय कार्यकारिणी जबलपुर में संपन्न होने जा रही है। इसके पश्चात श्री सी.पी. नायीजी का श्री रहाटे द्वारा CHQ की ओर से सत्कार किया गया। विभिन्न सर्कल की ओर से श्री नायजी का उनके निवृत्ति प्रित्यर्थ सत्कार किया गया।

श्री सी.पी. नायी के निवृत्त होने के कारण CHQ अध्यक्ष पद रिक्त हुआ। इस पद को पुनर्स्थापित करने हेतु केंद्रिय कार्यकारिणी ने निम्न लिखित व्यक्तियों को कार्यकारिणी में सम्मिलित किया गया।

1. अध्यक्ष	श्री लखन मुजूमदार	वेस्ट बंगाल सर्कल
2. कार्यकारी अध्यक्ष	श्री ए.के. सोलंकी	गुजरात सर्कल
3. उपाध्यक्ष	श्री जयपाल सिंह	हरियाणा सर्कल
4. डिप्युटी जनरल सेक्रेटरी	श्री वी.के. माथुर	दिल्ली सर्कल
5. संगठन सचिव	श्री ए.के. मिश्रा	मध्य प्रदेश सर्कल

श्री सी.पी. नायीजी ने सदन को संबोधित करते हुए अपने संगठन एवं सरकारी नोकरी के विषय में विस्तारपूर्वक अपने विचार व्यक्त किये।

अंत में श्री कुर्दूगी AGS CHQ इन्होंने सदन में उपस्थित सभी के प्रति CHQ की ओर से आभार प्रकट किये। और अध्यक्षजी के अनुमति से कार्यकारिणी की समाप्ति की घोषणा हुई।

### केंद्रिय कार्यकारिणी समिति ने (अहमदाबाद) निम्नलिखित प्रस्ताव पारित किये।

1. देशभर के सभी नोडल डिलीवरी सेंटर रद्द किये जाये। विशेषतः पश्चिम बंगाल, कर्नाटक सर्कल आदि।
2. पश्चिम बंगाल तथा आंध्र और जिन सर्कलों में RJCM के सदस्यों का कार्यकाल समाप्त हो गया है, उन सभी पदों पर नये सदस्यों की नियुक्तियां की जाये।
3. समय पर फोर मंथली बायमंथली एवं मंथली मीटिंग करायी जाये।
4. डाक विभाग द्वारा निर्धारित 30 जून, 2013 तक सभी पोस्टमैन/MTS की रिक्त पदों को भरा जाये।
5. सभी स्तरों पर पोस्टमैन, ग्रुप डी MTS कर्मचारियों पर हो रहा उत्पीड़न समाप्त किया जाय।
6. स्पीड पोस्ट डिलीवरी इनसेंटिव का भुगतान तुरंत किया जाये।
7. GDS कर्मचारियों को पोस्टमैन ग्रुप डी के पदों पर जेष्ठता तथा तंदुरुस्ती के आधार पर होनेवाली बढ़ोत्तरी के लिए समयबद्ध DPC ली जाये।
8. डाक विभाग के नियमोनुसार सही समय पर उचित दर्जे की किट आयटम की आपूर्ति की जाये। (वर्दी, कपड़ा, छाता, बैग, चप्पल-जूते, नैपकिन आदि)।
9. दर्जों की पुनर्रचना (cadre restructuring Postmen, Group D, MTS) अविलंब की जाये।
10. सन् 2009 से सन् 2012 के रिक्त पदों को भरने के लिए GDS का एक विशेष परीक्षा का आयोजन किया जाये क्योंकि पिछली हुई परीक्षा में प्रश्नपत्र अत्यंत कठिन होने के कारण GDS कर्मचारी भारी संख्या में अनुत्तीर्ण हुए। इस परीक्षा के लिए मापदंड दसवी इयत्ता के बराबरी का होना चाहिए।
11. पोस्टमैन डबल ड्यूटी के भत्ते में बढ़ोत्तरी की जाये।
12. EPP वस्तुओं का भार (वजन) तथा लंबाई-चौड़ाई के लिए सुधारित नियम बनाये जाये ताकि इन वस्तुओं का वितरण सुचारू ढंग से हो सके।

---

---

## Historic CWC of Ahmedabad, NUPE P-IV

As scheduled the CWC of our Union was held during **30th, 31st May and 1st June, 2013 at Dr. Patel Sabhagrah, Varayampara, Ahmedabad** under the outgoing **President Shri C.P. Nayee** who has **retired** from Government Service **on 31-5-2013**.

In this historic CWC the Chief Guest were from **Tokyo, Japan** Shri Eiichi Ito, Executive Secretary and Shri Masuru Honda, Commissioner of Kagoshima Coordinated Committee, JPGU and UNI Asia and Pacific. They had come to Ahmedabad to attend Change in Postal Management Seminar and our beloved Secretary General Shri D. Theagarajan and **Shri T.N. Rahate**, General Secretary invited them to attend **our CWC**. They were very much pleased to see their hearty welcome and respectful offering of shawl, pagdi and garland.

Shri Ito replied for **welcome of Japan's delegation** and compared Postal Service in Japan and India. He told that there is similarity of Postal function in both the nation. Shri Eiichi Ito particularly told that he also entered in **Postal Department of Japan as Postman** and is now working as **Postmaster for Insurance Branch of Japan**.

In our CWC as usual Shri T.N. Rahate produced printed **General Secretary report** which was discussed pagewise and approved by the house. Shri Rahate summed up the issues in his long speech and thanked all who attended the CWC **including Senior Leaders**. In last, **vote of thanks was given by Shri Kurudigi, AGS from Karnataka**.

Next CWC will be held at Jabalpur, MP.

### Seminar on Change in Postal Management

The seminar on change in Postal Management introduction of global technology was arranged with the help of Union. The **Japan guest** Shri Eiichi Ito and Shri Masuru Honda attended the seminar.

Tata Consultancy Services representative gave lecture and showed video film of change in management due to advanced technology and in future what will be the position of Postal functioning. Shri Sarvaleshwarkar, Director PTC Vadodara was present on the occasion and he gave speech concerning to **new development on technology** coming in Postal Operation and asked the staff to rise on the occasion and accept this as a challenge to Postal Staff. He particularly said that if staff got any difficulty or doubt they must tell freely first to the administration and if they are not satisfied then only they can make it for public. This was a very good direction given by Administration.

Shri D. Theagarajan, Shri Rahate both took part in the discussion and thanked UNI and Postal Department for arranging Seminar on **vital and important issue of change in Postal Management** with advance technology.

### Resolution Adopted on 2nd CWC Meeting in Ahmedabad On 30th, 31st May, 2013 to 1st June, 2013

1. Abolition of Nodal Delivery Centres. Case of West Bengal, Karnaka and some other Circle.
2. Filling of Post of Membr RCJCM in West Bengal Circle, Andhra Pradesh and other Circle those are due for change in RCJCM due to completion of Tenure of present incumbent.
3. Holding of Four Monthly, Bi-Monthly and Monthly meeting.
4. Filling of vacant post of Postman MTS upto target date 30th June 2013 as directed by Department of Posts.
5. To stop harassment to Postmen by one or another way by asking to work beyond duty hours and many other ways.

6. Immediate payment of Speed Post incentive.
  7. Timely holding of DPC at all level (from GDS to Postmen & MTS).
  8. Immediate supply of Uniform, Saree, Chappal, Shoes and other kit items.
  9. Immediate finalisation of cadre restructure of Postman cadre.
  10. Special examination for GDS to Postman for the vacancies of 2009 to 2012 due to hard question papers of the LGO Examination.
  11. To fill up vacant 4 posts of CHQ - (1) President; (2) Deputy General Secretary; (3) Working President; (4) One Vice President (5) One Org. Secretary Cooped;
    - (1) Shri L. Mujumdar as President, NUPE P-IV (CHQ);
    - (2) Shri A.K. Solanki as Working President, NUPE P-IV (CHQ) ;
    - (3) Shri Jaypal, Haryana as Vice President, NUPE P-IV (CHQ)
    - (4) Shri V.K. Mathur as Deputy General Secretary, NUPE P-IV (CHQ)
    - (5) Shri R.K. Mishra, M.P., Jabalpur as Org. Secretary, NUPE P-IV (CHQ) in place of
- (1) **Shri C.P. Nayi**; (2) Shri L. Mujumdar; (3) Shri Subesingh;  
 (4) Shri A.K. Solanki; (5) Shri I.L. Yadav.

Sd/-  
CHQ President

1. Shri C.P. Nayi, Retd.
2. Shri I.L. Yadav, Retd.
3. Shri Subesingh, Resigned as Deputy General Secretary

## केंद्रिय कार्यकारिणी सभा, अहमदाबाद (गुजरात)

### 30, 31 मई, 2013 एवं 1 जून, 2013

हमारे संगठन की कार्य समिति सभा दिनांक 30, 31 मई एवं 1 जून, 2013 इस बीच बहुत ही शानदार तरीके से संपन्न हुई। सर्व प्रथम अपने संगठन के अध्यक्ष श्री सी.पी. नायी ने सभी डेलीगेट का स्वागत किया और उनके निवृत्ति के लिए आयोजित सत्कार सभारंभ का भी आमंत्रण दिया।

केंद्रिय कार्य समिति सभा की नोटिस अनुसार सभी विषयों पर बारी-बारी से चर्चा की गई। **श्री टी.एन. रहाटे**, जनरल सेक्रेटरी द्वारा प्रस्तुत छपी रिपोर्ट पर सभी वक्ताओं ने भूरि-भूरि प्रशंसा की तथा श्री रहाटे द्वारा उठाये गये सभी मुद्दों पर अपनी सहमति दी।

पोस्टमैन ग्रुप डी/MTS की मांगों पर NUPE P-IV and NFPE P-IV पोस्टमैन ग्रुप डी संगठन के साथ मिलकर संघर्ष का प्रोग्राम तय किया जा रहा है। मांगपत्र एवं संघर्ष की नोटिस जून माह में डिपार्टमेंट को दी जायेगी। संघर्ष की रूपरेखा तथा अतीमतः हड़ताल पर जाना तय हुआ है। CHQ की ओर से आप सभी को समय पर सभी पत्रों की प्रतिलिपियां भेजी जायेंगी। हमें इस संघर्ष प्रोग्राम को सफल बनाना है क्योंकि संगठन के इतिहास में यह पहला अवसर है जब सिर्फ पोस्टमैन ग्रुप डी संगठन नैशनल यूनियन (FNPO) तथा ऑल इंडिया पोस्टमैन यूनियन (NFPE) मिलकर **इक्ठ्ठा संघर्ष** एवं हड़ताल पर जा रहे हैं।

केंद्रिय कार्यसमिति शत्र के बीच **श्री सी.पी. नायी** का भव्य सत्कार किया गया इसी तरह **श्री त्रिविक्रमन नायर** केरल हमारे भूतपूर्व निवृत्त हुए AGS और **आई.एल. यादव**, आर्गनाइजेशनल सेक्रेटरी CHQ का भी सत्कार किया गया।

विशेष उल्लेखनीय है कि श्री सी.पी. नायी, भूतपूर्व अध्यक्ष तथा कुछ अन्य पदाधिकारीगण निवृत्त होने के कारण रिक्त पदों पर कार्यसमिति ने सर्व समिति से नये पदाधिकारियों को मनोनित किया।

- अध्यक्ष** : श्री लखन मुजुमदार, पश्चिम बंगाल सर्कल  
**कार्यकारी अध्यक्ष** : श्री ए.के. सोलंकी, गुजरात सर्कल  
**उपाध्यक्ष** : श्री जयपाल, हरियाणा सर्कल  
**डिप्यूटी जनरल सेक्रेटरी** : श्री वी.के. माथुर, दिल्ली सर्कल  
**आर्गनायझिंग सेक्रेटरी** : श्री ए.के. मिश्रा, जबलपुर, मध्य प्रदेश सर्कल

श्री टी.एन. रहाटे ने अंत में समारोह भाषण कर सभी विषयों को स्पर्श किया तथा सदन द्वारा दिये सहयोग के लिए सभी के प्रति सादर आभार व्यक्त किया।

अंत में श्री कुरुडगी, AGS ने CWC में भाग लिए सभी महानुभावों के प्रति आभार प्रगट कर CWC संपन्न होने की घोषणा की। अगली CWC जबलपुर, मध्य प्रदेश में गठित होने का संकेत दिया।

अहमदाबाद की इस CWC की एक विशेष घटना यह है कि UNI के प्रतिनिधि जापान से आये श्री इची इटो तथा श्री मसुरू होंडा ने CWC में भाग लिया तथा जापान और भारत के डाक विभाग की कार्यप्रणाली एकजैसी होने की सूचना दी। CWC में श्री इटो तथा श्री होंडा का हार्दिक सत्कार कर उन्हें पगड़ी भेंट की। श्री इटो तथा श्री होंडा उनके हार्दिक सत्कार से अति प्रसन्न हुए और गदगद स्वरों में उन्होंने नैशनल यूनियन के प्रति आभार व्यक्त किया।

## **डाक विभाग में हो रहे यांत्रिक बदलाव पर सेमीनार**

### **दिनांक 1-6-2013**

डाक विभाग की ओर से अहमदाबाद में वस्त्रापुर में एक सेमीनार का आयोजन किया गया। इस सेमीनार को टाटा सलाहकार समूह प्रायोजक के रूप में उपस्थित थे। उनके प्रतिनिधि ने Video फिल्म एवं सविस्तार चर्चा तथा भाषण द्वारा भविष्य में डाक विभाग की कार्य प्रणाली में होनेवाले भारी यांत्रिक बदलाव के बारे में जानकारी दी। सेमीनार की विशेषता यह थी कि इस सेमीनार को UNI की ओर से सहयोग दिया गया था और UNI के प्रतिनिधि के रूप में श्री इची इटो तथा श्री मसुरू होंडा जापान से उपस्थित थे।

डाक विभाग की ओर से श्री सावर्लेश्वरकर, Director PTC वडोदरा ने सहभाग लिया तथा डाक विभाग में हो रहे यांत्रिक बदलाव के बारे में सविस्तार से जानकारी दी।

उन्होंने पुरजोर तरीके से बदलाव को स्वीकार करने के लिए स्टाफ को अपने आप को तैयार रहने की बात कही।

उन्होंने यहां एक विशेष उल्लेखनीय बात की कि यदि स्टाफ किसी विषय पर सहमत नहीं है और त्रुटियां पा रहे हैं तो उन्होंने उस विषय पर डाक विभाग से चर्चा करने के लिए कहा परंतु इसे सार्वजनिक करने के लिए मना किया।

इस बात को ध्यान रखना जरूरी है कि कोई भी नई चीज अपनाने में शुरू में दिक्कत आती ही है।

इस सेमीनार में श्री डी. त्यागराजन एवं श्री रहाटे ने चर्चा कर कई विषयों पर अपने विचार रखे।

सेमीनार की सफलता के लिए FNPO प्रशंसा की हकदार है।

## **Let us recall all the leaders of 1960 & 1946 Strike**

11th July 2013 is the 53rd anniversary of 1960 Strike. Strike lasted 5 days and it has begun on 11/07/1960. During the strike 45,945 employees were proceeded against under Departmental proceedings, 27,098 were suspended, 17,771 were proceeded against in Court of Law and more than 800 were dismissed or removed due to Court convictions. 976 were dismissed due to Departmental proceedings, 11 were compulsorily retired and 2137 were discharged from service. Termination notices were issued to 7589 officials.

Our founder leader Shri K.Ramamurti was arrested on the midnight of 11th July 1960 and interned to Tihar jail in Delhi. After few days K.Ramamurti handcuffed and chained both arms and legs and was brought to the Court along with Gopalsingh Josh and P.S.R.Anjaneyulu. K.R was punished and he was reduced by 3 stages. KR was admitted to duty only on 19-3-1962. Let us recall all the leaders of 1960 Strike.

Further, from 14 July to 3rd August 1946 entire postmen and Class IV employees of Postal & RMS went on Strike, these lead to appointment of 1st Pay commission and Rajyaksha Committee. The Committee recommended 50% promotion to Postmen & Class IV, it was accepted by the department.

---

---

## **BRIEF REPORT ON FEDERAL WORKING COMMITTEE & CHANGE MANAGEMENT SEMINAR**

Federal working committee was held in Blind Association Hall, Ahamedabad on 02nd June 2013 under the Chairmanship of Shri.T.N.Rahate, President FNPO. The following Agenda were discussed in depth.

1. **Change Management :** SG FNPO has given brief introduction on the subject and called discussions from the Federal Working Committee members. After that a detailed power point presentation on the Change Management was delivered by Mr. Sitesh Porwal, Senior Consultant TCS. After the presentation, Federal working committee members discussed pros & cons on the subject. Shri Ganesh V Sawaleshwarkar, Director of PTC Vadodara, explained the need of Change Management for the Department of Post. Finally, Shri.D.Kishan Rao, General Secy. NAPE-C, delivered his opinions on the subject.

2. **Present scenario of Japanies Postal Employee & Roll of JPGU :**

Brother Masuru Honda during his lecture, he has explained how the JPGU acted when the Koizume Government taken a decision to privatise state-run Postal services were enacted in 2005. During 2009, the Democratic Party of Japan (DPJ) won the General Elections and came to power, giving the Japan Postal Group Union (JPGU) an opportunity to make efforts towards the Postal reforms. JPGU faced a great difficulties in appealing for postal reform in the "Divided Diet" (Japan Parliament) in which opposition parties controlled the upper house while the ruling coalition had a majority in the lower house. JPGU worked together with JPGI-friendly Diet (Parliament) members and asked the three parties viz. DPJ, Liberal Democratic Party (LDP) and new Komeito to draw up a new postal bill. As a result, the three parties jointly submitted the Amended Postal Privatization Bill which was passed in the Diet on 27th April 2012. The Law includes the following points : From 01st Oct 2012 (1) The Mail Delivery Company and the Post Office company will merge and the five-company system will be reorganized into four company structure. (2) The Japan Post Group will be obligated to provide the financial universal services. (3) The Obligation to release all the shares of the Postal Bank and Insurance company is eased and complete privatization is set as Non-binding target. (4) These two financial units pave the way for entering new business fields.

After the presentation by Mr. Masura Honda, a big discussion was taken place in the Federal Working committee.

**ROLE OF UNI-APRO :** Bro. Eichi Ito explained the role of UNI APRO on Postal & Logistics issues.

- 
- 
3. **Post Strike Situation 20th and 21st February 2013 :** The SG FNPO explained the development on the Strike Demands. The Federal working committee decided to support the Strike call whenever given by the INTUC, after the big debate. However some of the Federal Working Committee members recorded their reservations.
  
  4. **Stand on DA Merger and constitution of VII Pay Commission :** The Federal Working Committee unanimously decided to demand the constitution of VII Pay Commission for which Federal Working Committee resolved to approach Parliament members and to send the Memorandum to the Prime Minister, justifying the need for the same.
    - (a) With regard to 50 % DA Merger, the Federal Working Committee decided to conduct a separate Meeting with FNPO affiliated Union's General Secretaries shortly.
  
  5. The following issues were discussed by the Federal Working Committee and the decisions arrived thereon :
    - (i) **The Demands of GDS** - such as Removal of minimum 50points conditions for GDS compassionate appointment, Ensuring non reduction of TRCA, Encashment of Bonus ceiling, Revision of Cash Handling norms etc, : The Federal Working committee resolved to conduct a separate meeting in Srinagar during the second week of June 2013 to chalk out the agitation programmes on the issues.
    - (ii) **Postman issues :** The Federal Working committee unanimously resolved to support the call of Postmen Unions affiliated with FNPO and NFPE.
    - (iii) The Federal Working Committee decided to conduct Study camp zonal-wise shortly. The date and venue will be announced by the Federation in the end of August 2013.
    - (iv) The Federal Working Committee analysed the Status Report on the Memorandum submitted to the Secretary (Posts) by PJCA on 01.4.2013. The Federal Working Committee directed FNPO Affiliated Unions General Secretaries to chalk out the programmes to achieve the demands furnished in the Memorandum submitted by the PJCA on 01.4.2013.

**THANKS :**

1. The Federal Working Committee conveys sincere thanks to the Department of Posts for deputing Departmental Officers to the Working Committee Seminar.
2. The Federal Working Committee thanks to the JPGU for the financial assistance to conduct the Change Management Seminar successfully.
3. The Federal Working Committee thanks to the Local Co-ordinators, S/Shri. R.N.Parmer, K.B.Desai, C.P.Nayi and Ranjit Gohil.

---

---

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

### **Resolution on appointment of the 7th Pay Commission**

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

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

### **Resolution on appointment of the 7th Pay Commission**

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

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

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

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

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

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



---

---

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

**A Meeting on 7th Pay Commission is convened by DOPT**

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

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

**What is Terms and Reference?**

The term represents mainly two things

1. Purpose
2. Structure

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

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

**Structure of the 7th Pay Commission**

- 1) As the practice followed before, 7th pay Commission should be headed by a Retired or serving Judge of the Supreme Court;
- 2) Members of the Commission should have a representation from each Pay Band
- 3) Commission should have one Member each from Defence , Railways and Postal
- 4) It should be assisted by a Consultative Body of Ex-Defence and Railway Personnel to project the special conditions prevailing there in - being the largest employers.

**Purpose and Principals of Pay Determination**

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

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

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

---

---

## **7th Pay Commission Date for implementation**

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

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

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

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

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

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

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

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

---

---

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

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

**NFPE & FNPO DECIDED TO GO ON NATIONWIDE  
INDEFINITE STRIKE IF THE DEMAND FOR  
INCLUSION OF GRAMIN DAK SEVAKS  
UNDER THE PURVIEW OF 7TH CENTRAL PAY COMMISSION  
IS NOT ACCEPTED BY THE GOVERNMENT**

**THE MAIN DEMANDS OF THE STRIKE WILL BE**

- (1) Inclusion of Gramin Dak Sevaks under the purview of 7th CPC.
- (2) Regularisation of Casual, Part-time, Contingent Employees and Revision of their wages with effect from 01.01.2006 (as per 6th CPC wage revision) & Grant of DA.
- (3) Merger of 50% DA with pay for all employees including GDS

The above decision was taken in the Central JCA Meeting held on 19.10.2013 at New Delhi under the Chairmanship of Shri. T. N. Rahate, President, FNPO.

**Sd/-**  
**(M. Krishnan)**  
Secretary General  
NFPE

**Sd/-**  
**(D. Theagarajan)**  
Secretary General  
FNPO

**7th CPC boon or bane**

7th CPC boon or bane for central government employees it is big debate because without 50% D.A Merger 7th CPC alone will not give much benefit to the Central government employees .The Government should announce 50% D.A merger or Pay commission effect should be from 2011 like other Public sector Units. This is our view.

**Enhancement of ceiling for calculation of  
ex-gratia bonus payable to Gramin Dak Sevaks**

Enhancement of ceiling for calculation of ex-gratia bonus payable to Gramin Dak Sevaks.  
The Union Cabinet today approved the proposal of the Department of Posts to enhance the ceiling for calculation of ex-gratia bonus payable to Gramin Dak Sevaks from Rs. 2,500/- to Rs.3,500/- same as that prescribed for the regular departmental employees. The decision would be applicable with prospective effect that is from the accounting year 2012-13 payable in 2013-14. The increase in bonus calculation ceiling will restore the long established parity between regular departmental employees and Gramin Dak Sevaks on the issue of payment of bonus. This decision will benefit 2.63 lakh Gramin Dak Sevaks working in the Department of Posts, who play a very vital role in providing postal, financial and insurance services in the rural, hilly and tribal areas of the country.

**ग्रामीण डाक सेवकों को देय अनुग्रह बोनस के संयोजन  
की अधिकतम सीमा बढ़ाई गयी**

केंद्रीय मंत्रिमंडल ने आज ग्रामीण डाक सेवकों को देय अनुग्रह बोनस के संयोजन की अधिकतम सीमा 2500 रुपये से बढ़ाकर 3500 रुपये कर दी है। अब उन्हें विभाग के नियमित कर्मचारियों के बराबर अनुग्रह बोनस प्राप्त होगा। यह निर्णय वर्ष 2012-13 के संबंध में है और बोनस वर्ष 2013-14 में देय होगा। इस निर्णय से डाक विभाग में कार्यरत 2.63 लाख ग्रामीण डाक सेवकों को लाभ मिलेगा, जो देश के ग्रामीण, पहाड़ी और जनजातीय इलाकों में डाक, वित्तीय और बीमा सेवाएं प्रदान करने में बहुत अहम भूमिका निभाते हैं।

---

---

## पोस्टमैन/MTS के आंदोलन को और मजबूत बनायें

प्रिय साथियों,

ऐसा लगता है कि पोस्टमैन/MTS CHQ यूनियन ने जो मेमोरेंडम दाखिल किया था उस पर एडमिनिस्ट्रेशन ने यूनियन के साथ कोई चर्चा नहीं की और इंटरनल अधिकारियों की **मीटिंग बुलाकर मनमाने फैसले ले लिये**। एडमिनिस्ट्रेशन के यह सारे फैसले पोस्टमैन/MTS कर्मचारियों के विरुद्ध हैं। इन फैसलों से **पोस्टमैन/MTS कर्मचारियों का संतुष्ट होना संभव नहीं है**। इस कारण मेमोरेंडम के मुताबिक कर्मचारियों का **एजिटेशन प्रोग्राम जारी रहेगा**। कर्मचारियों का यह आंदोलन तब तक जारी रहेगा जब तक कि पोस्टमैन/MTS जनरल सेक्रेटरी और सेक्रेटरी जनरल (FNPO & NFPE) के साथ सेक्रेटरी (P), चेयरमैन की बैठक नहीं हो जाती।

24 जून, 2013 को एडमिनिस्ट्रेशन की जो बैठक हुई उसमें लिये गये फैसलों से साफ जाहिर होता है कि **पोस्टमैन/MTS कर्मचारियों की समस्याओं को गंभीरता से नहीं लिया गया है**। कर्मचारियों की मांगों को नकारात्मक दृष्टिकोण से देखा गया। ऐसी स्थिति में सभी **डिवीजनल सेक्रेटरी, सर्कल सचिव, CHQ ऑफिस बेयरर्स** साथ मिलकर **एजिटेशन प्रोग्राम** को आगे बढ़ायेंगे और उन्हें संगठन की ओर से संघर्ष को मजबूत करना होगा। 25 जुलाई, 2013 को पोस्टल JCA (FNPO & NFPE) की मीटिंग FNPO ऑफिस में होनेवाली है, उसमें आंदोलन को मजबूत बनाने की रणनीति तय की जायेगी और दौरों का कार्यक्रम तय किया जायेगा। सर्कल/रिजनवाइस के दौरों के बारे में CHQ यूनियन तय करेगी और डिवीजनवाइस दौरों के बारे में सर्कल यूनियन तय करेगी।

### TO FURTHER STRENGTHEN THE AGITATION OF POSTMEN/MTS

Dear Colleagues,

It seems that the Administration has not seriously taken the memorandum submitted by Postman/MTS CHQ Union. They called a meeting of internal officers and took random decisions. The decisions taken in this meeting are against the interest of Postman/MTS employees. The Postman/MTS employees are not satisfied with these decisions. So the employees are **bound to continue their agitation programme** as per the memorandum. The agitation will be **continued** till Secretary (P) and Chairman, Postal Board does not **hold a meeting with Postman/MTS General Secretaries and Secretary Generals (FNPO & NFPE)**.

It is clear from the meeting of **24 June, 2013** that the Administration has not tried to deal seriously on the demands of the employees. Instead they have **adopted a negative view** regarding the problems faced by the Postman/MTS employees. So **we think the Agitation should be continued wholeheartedly** by all the Divisional Secretaries, Circle Secretaries, CHQ Office Bearers to show their might. Next meeting of Postal JCA (FNPO & NFPE) will be held on 25 July, 2013 at 11.00 am at FNPO Office. In this meeting a strategy will be chalked out to **further strengthen the agitation**. And also to conduct Circle/Regionwise CHQ Union tour programme and Divisionwise Circlewise Union tour programme.

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

---

---

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

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

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

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

No Memo/Postmen JCA/2013

Dated : 7th June, 2013

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

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

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

---

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

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

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

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

(e) **Delivery of Heavy parcels and EPP articles:-** It was pointed out by the staff side that Postman face difficulty in delivery of registered parcels weighing more than 5 Kgs each and EPP articles of which the maximum weight of 35 Kgms, per articles has been fixed. It was highlighted that either some reasonable rate and mode of conveyance for delivery EPP articles should be fixed or the rates of coolie charges fixed in the past should be revised for efficient delivery of registered parcel. It was decided that the Directorate will consider reiterating the instructions on coolie charges to all the Circles so that the delivery of heavy parcels is not adversely affected. Whether coolie charges pertaining to heavy parcels have been enhanced due to high prices. As regards EPP parcels, whether mode of conveyance with rate of each mode have been decided by the Directorate.

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

(g) **Creating of justified additional posts:-** In this connection while implementing the system for delivery work and allowing postmen to write correct remarks for non-delivery The staff side drew attention to item No 25 minutes of the last JCM meeting issued on 1.3.2012 wherein it is mentioned that the issue is under examination by the Postman Committee being chaired by CGM (PLI). After discussion, the view emerged that this item is not part of Committee's mandate and the issue pertains to creation/ re-deployment of Posts which is basically a policy issue. However, the staff side mentioned that Postmen were not able to write correct remarks for non delivery of article due to heavy work in the project Arrow Offices, it was therefore decided that the experience gathered after implementation of project Arrow in various Post Offices could be examined. Result on examination has not been communicated so far in this regard.

---

**2. Cadre Restructuring of Postman and MTS:-** The first and foremost issue on which a bias against the Postman is clearly visible is that of cadre restructuring for this cadre. The Department though conceded to form a Cadre Restructuring Committee during the strike negotiations with the Postal Joint Council of Action had issued orders omitting the cadre of Postman and MTS from the ambit of cadre restructuring. This shows the mind-set of the Department on the important issue of cadre restructuring of Postman and MTS cadre. The stand of the Postal Directorate was against the direction of the Official Side in the National Anomaly Committee that every department shall go into the issue of cadre restructuring for boosting the promotional avenues of employees rather than depending too much on the MACP Scheme for that purpose. It is a known fact that the cadre of Postman and MTS have no in-situ promotion in their cadre except the promotion to the cadre of Postal Assistant through a competitive examination. Every other cadre other than the cadres of Postman and MTS have their own hierarchical promotions in their own cadre and this discrimination cannot be ended without a proper cadre restructuring in place for the Postman and MTS cadre. Even the flimsy promotion for the cadre of Postman earlier to the introduction of TBOP/BCR like Head Postman, Sorting Postman etc have disappeared from the scene and as on date no promotion in the cadre is available to both these cadres. Unfortunately the Department of Posts not only not in a position to appreciate our contention as well as the proposal for cadre restructuring based on percentage basis as available to all cadres in the Department of Railways but not inclined to consider any cadre restructuring proposal to these cadres. The absence of any promotion to them in their own cadre leaves them totally frustrated and takes away any incentive to perform better to the services. This has to be properly appreciated and attended to by the Postal Directorate in the absence of Cadre Restructuring Committee failed to find out any alternate proposals to our proposal based on percentage.

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

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

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

**4. Revision of Syllabus to Departmental Exams Modification:-** (A) As narrated in the earlier paragraph the only avenue open to the cadre of Postman / MTS for higher promotion is that Postal



---

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

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

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

**5. Improving the Quality of Uniforms and timely supply of all kit items:-** The Postman and MTS are called the uniformed staff in the Department of Posts. Unfortunately these cadres who are actually moving among the members of public pose a poor picture to the image of the Department because of the inferior quality of the uniform cloth. Despite the agreement with the All India Unions by the Department that facilitated inclusion of staff side member from the Unions in the purchase committee of uniform cloth to ensure purchase of better quality of cloth,, the problem persists. This cannot be sorted out unless the cost price permitted by the DOPT is enhanced on the face of escalating prices of all commodities including the textiles. The cost price permitted by the DOPT cannot ensure better quality uniform cloth from the market. Added to this are the violations here and there in Circles where the Administration is not sincerely ensuring inclusion of staff side members in the purchase committee and no protection against ensuring supply of the selected quality of cloth only to the staff. These have to be addressed immediately.

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

---

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

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

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

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

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

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

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

Thanking you,

Yours faithfully,

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

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

**नेशनल यूनिन ऑफ पोस्टल एम्प्लॉईज पोस्टमैन एंड एम टी एस (एफएनपीओ)  
ऑल इंडिया पोस्टल एम्प्लॉईज यूनिन पोस्टमैन एंड एमएसई/गुप 'डी' (एनएफपीई)**

सेवा में,  
सचिव  
डाक विभाग  
डाक भवन, नई दिल्ली-100001

स.: मीमो/पोस्टमैन जेसीए/2013

दिनांक : 7/जून/2013

**विषय : पोस्टमैन और एमटीएस स्टाफ के फौरी मुद्दों पर डाक विभाग सचिव को सौंपा गया ज्ञापन**

महोदया,

ऑल इंडिया पोस्टल एम्प्लॉईज यूनिन - पोस्टमैन एंड एमएसई/गुप डी और नेशनल यूनिन ऑफ पोस्टल एम्प्लॉईज एंड एमटीएस पोस्टमैन और एमटीएस स्टाफ के फौरी मुद्दों पर यह ज्ञापन संयुक्त रूप से सौंप रही है जिन पर दोनों संगठन शीघ्र हल हेतु डाक निदेशालय का ध्यान खींचने के लिए राष्ट्रीय कार्रवाई कार्यक्रम की एक शृंखला चलाएंगे।

**पोस्टमैन कमेटी सिफारिशें लागू नहीं की गई :** एन एफ पी ई और एफ एन पी ओ दोनों के पी-4 सी एच क्यूज इस नतीजे पर पहुंचे हैं कि पोस्टमैन से संबंधित कमेटी की सिफारिशों के बावजूद निम्नलिखित मुद्दों पर लागू किए जाने के लिए कोई आदेश जारी नहीं किए गए हैं।

(क) **पोस्टमैन से डाटा एंट्री का काम लेना :** सभी सर्किलों को 30 अप्रैल 2012 तक उपयुक्त निर्देश/आदेश जारी होने चाहिए थे लेकिन अभी तक कुछ नहीं किया गया है। उन्हें लागू करने के लिए शीघ्र आदेश जारी करने की जरूरत है।

(ख) **पोस्टमैन मानकों का संशोधन :** विभाग द्वारा जारी किए गए पोस्टमैन मानक बहुत पुराने हैं। कमेटी में लिये गये निर्णय संतोषप्रद नहीं हैं। इसलिए यह सुझाव दिया गया है कि पोस्टमैन स्टाफ द्वारा किये जाने वाले सभी कार्यों की समीक्षा के लिए, बीटों की डोर-टू-डोर माप के साथ, एक/दो स्टाफ पक्ष सदस्यों को लेकर नई आंतरिक कार्य अध्ययन इकाई का गठन किया जाए। इस काम के लिए आंतरिक कार्य अध्ययन इकाई का आदेश निदेशालय द्वारा जारी किया जाना चाहिए चूंकि वह कमेटी के कार्य क्षेत्र में नहीं आता।

(ग) **स्पीड पोस्ट वितरण प्रोत्साहन के भुगतान की प्रक्रिया में परिवर्तन :** इस समय प्रोत्साहन के भुगतान के लिए प्रक्रिया बहुत लंबी है। कोई भी बिल तैयार नहीं करता। अगर बिल तैयार कर दिये जाते हैं तो वे पी आर आई/एसा डी आई/ए एस पी के सत्यापन के लिए पड़े रहते हैं फिर डिवीजनल हैड की अनुमति के लिए जाते हैं। डिवीजनल हैड से भुगतान हेतु डी डी ओज को बिलों की अनुमति के बाद कार्यालयवार भुगतान के लिए बिल तैयार किये जाते हैं। यह सुझाव दिया जाता है कि स्पीड पोस्ट प्रोत्साहन के भुगतान के लिए मोड्यूल कंप्यूटर सॉफ्टवेयर में डाला जाना चाहिए और संबंधित पोस्टमास्टर को साप्ताहिक/मासिक आधार पर भुगतान के अधिकार दिये जाने चाहिए। भुगतान के बाद संबंधित वाउचर को एकाउंटिंग के उद्देश्य के लिए डी डी ओज को भेजा जाए।

(घ) **बीटों का संयुक्तिकरण :** उपर्युक्त मीटिंग में यह निर्णय लिया गया था कि 4 से अधिक संख्या वाले डाकघरों में बीटों के संयुक्तिकरण की सीमा को हटाया जायेगा चूंकि इससे वितरण की कुशलता पर प्रतिकूल असर होता है। किंतु निदेशालय द्वारा इस पर आदेश अभी जारी किए जाने हैं। इसे अतिशीघ्र किया जाना चाहिए।

(ङ) **भारी पार्सलों और ई पी पी वस्तुओं का वितरण :** स्टाफ पक्ष द्वारा इंगित किया गया कि पोस्टमैन 5 किलो से अधिक वजन के पंजीकृत पार्सलों और ई पी पी वस्तुओं को, जिनका अधिकतम वजन 35 किलोग्राम प्रति वस्तु तय किया गया है, डेलीवरी करने में परेशानी होती है। इस बात पर जोर दिया गया है कि ई पी पी वस्तुओं की डेलीवरी के लिए कुछ वाजिब दर और परिवहन का तरीका तय किया जाए या पिछले समय तय किए गए कुली चार्जों में, पंजीकृत पार्सल की कुशल डेलीवरी के लिए संशोधन पर विचार किया जाए ताकि भारी पार्सलों की डेलीवरी प्रतिकूल रूप से प्रभावित न हो। क्या भारी मूल्यवृद्धि के कारण भारी पार्सलों के लिए कुली चार्जों को बढ़ाया गया है? जहां तक ई पी पी पार्सलों का संबंध है, क्या परिवहन का तरीका, प्रत्येक तरीके के लिए दर के साथ निदेशालय द्वारा तय किया गया है।

(च) आबादी के घनत्व में संशोधन : स्टाफ पक्ष ने कमेटी का ध्यान निदेशालय पत्र सं. 9-1/2005-डब्ल्यू एस आई, पीई दिनांक 5-2-2010 के नोट क्रम सं. 8 की ओर खींचा जिसमें यह कहा गया है कि 2500 प्रति वर्ग किमी. आबादी के घनत्व वाले क्षेत्र को भीड़भाड़ वाला क्षेत्र माना जाए और इंगित किया कि उसे गलत छपा गया है चूंकि वह 2500 प्रति वर्ग मीटर की बजाय 2500 प्रति वर्ग मील होना चाहिए. उन्होंने पीटीसी, मैसूर से प्राप्त स्पष्टीकरण को उद्धृत किया जिसमें निदेशालय पत्र दिनांक 19-2-76 का संदर्भ दिया गया है जिसमें पोस्टमैन के मानकों को बनाने और भीड़भाड़ के क्षेत्र या 2500 प्रति वर्ग मील आबादी के घनत्व के क्षेत्र उसे परिभाषित करने का जिक्र किया गया है। चर्चा के बाद यह सहमति हुई कि निदेशालय इसकी जांच करेगा और पोस्टमैन प्रतिष्ठान के संशोधित मानकों के नोट 8 में उपयुक्त संशोधन जारी करेगा।

(छ) उचित अतिरिक्त पदों का निर्माण : इस संबंध में वितरण कार्य प्रणाली को लागू करते हुए और पोस्टमैन को डेलीवरी न होने के लिए सही टिप्पणी लिखने की इजाजत देते हुए स्टाफ पक्ष ने 1-3-2012 को पिछली जे सी एम मीटिंग के जारी किए गए मिनट्स के आइटम सं. 25 की ओर ध्यान खींचा जिसमें यह उल्लेख किया गया है कि इस मुद्दे पर सीजीएम (पीएलआई) की अध्यक्षता में पोस्टमैन कमेटी में जांच चल रही है। चर्चा के बाद यह विचार सामने आया कि यह आइटम कमेटी के अधिकार का हिस्सा नहीं है और मुद्दा पदों के निर्माण/पुनर्विन्यास से संबंधित है जो मूल रूप से एक नीतिगत मुद्दा है। लेकिन, स्टाफ पक्ष ने कहा कि पोस्टमैन प्रोजेक्ट ऐरो कार्यालयों में भारी कार्य के कारण वस्तु की डेलीवरी न होने के लिए सही टिप्पणी लिखने में समर्थ नहीं है, इसलिए यह निर्णय लिया गया कि विभिन्न पोस्ट ऑफिसों में प्रोजेक्ट ऐरो को लागू करने के बाद प्राप्त हुए अनुभव की जांच की जा सकती है। इस संबंध में परीक्षण के परिणाम अभी तक सूचित नहीं किए गए हैं।

2. पोस्टमैन और एम टी एस का कैडर पुनर्गठन : सबसे महत्वपूर्ण मुद्दा जिस पर पोस्टमैन के खिलाफ भेदभाव है वह स्पष्ट रूप से इस कैडर के लिए पुनर्गठन में दिखता है। हालांकि विभाग ने पोस्टल ज्वॉइंट काउंसिल ऑफ एक्शन के साथ हड़ताल वार्ताओं के दौरान एक कैडर पुनर्गठन कमेटी बनाने पर सहमति दी थी लेकिन पोस्टमैन और एम टी एस कैडर को कैडर पुनर्गठन के दायरे से हटाकर आदेश जारी किए हैं। इससे पोस्टमैन और एम टी एस कैडर के कैडर पुनर्गठन के महत्वपूर्ण मुद्दे पर विभाग की मानसिकता दिखती है। डाक निदेशालय का रुख नेशनल अनामी कमेटी में अधिकारी पक्ष के निर्देश के विरुद्ध था कि प्रत्येक विभाग कैडर पुनर्गठन के उद्देश्य पर एम ए सी पी स्कीम पर अधिक निर्भर रहने की बजाय कर्मचारियों के प्रमोशन के अवसरों को प्रोत्साहित करने के लिए कैडर पुनर्गठन के मुद्दे की जांच करेगा। यह एक ज्ञात तथ्य है कि पोस्टमैन और एम टी एस कैडर का, एक प्रतियोगी परीक्षा के माध्यम से पोस्टल एसिस्टेंट के कैडर में प्रमोशन को छोड़कर कोई भी स्वस्थाने प्रमोशन नहीं है। पोस्टमैन और एम टी एस कैडर में क्रमबद्ध प्रमोशन और इस भेदभाव को पोस्टमैन और एम टी एस के लिए उचित कैडर पुनर्गठन के बिना खत्म नहीं किया जा सकता। यहां तक कि पोस्टमैन कैडर के लिए ए टी बी ओ पी / बी सी आर को लागू करने से पहले जो मामूली प्रमोशन जैसे हैड पोस्टमैन, सोर्टिंग पोस्टमैन आदि मौजूद थे वे परिदृश्य से गायब हो गए हैं और आज की तिथि में इन कैडरों के लिए कैडर में कोई प्रमोशन नहीं है। दुर्भाग्य से डाक विभाग प्रतिशत आधार पर कैडर पुनर्गठन के लिए हमारे विचार और प्रस्ताव को न केवल महत्व नहीं दे रहा है (जो रेलवेज विभाग में सभी के लिए उपलब्ध है) बल्कि इस कैडर के लिए किसी भी कैडर पुनर्गठन प्रस्ताव पर विचार करने को तैयार नहीं है। उनके लिए अपने स्वयं के कैडर में किसी भी प्रमोशन की अनुपस्थिति से वे पूरी तरह निराश हैं और बेहतर सेवा के लिए काम करने के लिए किसी भी प्रोत्साहन को निरुत्साहित करता है। कैडर पुनर्गठन कमेटी की अनुपस्थिति में हमारे प्रतिशत आधारित प्रस्ताव का कोई विकल्प पाने के लिए विभाग को उचित महत्व देना चाहिए और उसे करना चाहिए।

3. बीटों की डोर-टू-डोर वैज्ञानिक माप : (क) इस समय विभाग द्वारा डोर-टू-डोर बीट माप के लिए अपनाई गई प्रणाली न केवल असंतोषजनक है बल्कि गलत भी है चूंकि बीट की वास्तविक लंबाई की जांच के लिए किसी भी वैज्ञानिक यंत्र जैसे फुट मीटर या साइकिल मीटर का उपयोग नहीं किया जाता है। बीटों की माप मेज पर बैठकर आम तौर पर केवल अनुमान लगाकर की जाती है। इसके अलावा 8 घंटे की ड्यूटी के दौरान मेल डेलीवरी के कार्यभार और विजिट किए जाने वाले घरों की संख्या कहीं निर्धारित नहीं की गई है जिससे पोस्टमैन स्टाफ को भारी परेशानी झेलनी पड़ती है। यह मांग की जाती है कि पोस्टमैन स्टाफ की डेलीवरी की कुशलता और कार्यभार के सुसंगतीकरण के हित में विजिट किए जाने वाले घरों की संख्या और वितरित की जाने वाली वस्तुओं की संख्या निर्धारित की जाए।

निदेशालय ने हमारी शिकायतों को कि पोस्टमैनों की बीट अवैज्ञानिक रूप से बनाई गई है जो इतनी लंबी दूरी की है कि एक दिन में कवर करना असंभव है। सुनने के बाद पोस्टमैन बीटों के सुसंगतीकरण के लिए आदेश दिए। अपनी शिकायतों की पुष्टि के लिए अनेक उदाहरण (जैसे 70 किमी. से भी अधिक की बीटों के) पोस्टमैन कमेटी के सामने रखे गए। चर्चाओं के आधार पर निदेशालय ने बीटों की

माप और उन्हें उचित तरीके से सुसंगत बनाने के लिए आदेश जारी करने की सहमति दी। दुर्भाग्य से हमारे सर्किलों से हमारे यूनियन सीएचक्यूज को शिकायतें मिल रही हैं कि बीटों की दुबारा माप बिना किसी साइकिल मीटर या फुट मीटर के काल्पनिक गणनाओं के आधार पर की जा रही है। इससे समस्या और जटिल हो गई है और पोस्टमैन स्टाफ के भीतर व्यापक असंतोष है। हमारी दोनों यूनियनों आपसे निर्देश जारी करने का अनुरोध करती हैं कि बीटों के सुसंगतीकरण के लिए सिर्फ साइकिल मीटरों या फुट मीटरों का उपयोग करके सभी पोस्टमैन बीटों की माप की जाए।

(ख) आदेश सं. 31-38/79 पीई-1 दिनांक 22-5-1979 में संशोधन के लिए कमेटी की मीटिंग तय करना : 29-11-2012 को हुई पीरियोडिकल मीटिंग और 28-12-2012 को हुई डिपार्टमेंट काउंसिल मीटिंग के आर/ओ आइटम डी ओ 4 में डोर टू डोर वाक के पोस्टमैन के आर/ओ फउटवर्क में विभाग के आदेश सं. 31-38/79 -पीई-1 दिनांक 22-5-1979 में संशोधन की जांच के लिए, संशोधन की जांच के लिए कमेटी गठन की।

4. **विभागीय परीक्षा संशोधन के लिए पाठ्यक्रम संशोधन :** (क) जैसा कि पूर्व पैराग्राफ में जिक्र किया गया है पोस्टमैन/एम टी एस कैडर के लिए उच्च प्रमोशन के लिए खुला एकमात्र अवसर प्रतियोगी परीक्षाओं के माध्यम से पोस्टल एसिस्टेंट का पद है। विभाग ने पाठ्यक्रम और परीक्षाओं के पैटर्न में संशोधन का रास्ता चुना और स्टाफ पक्ष भी इस पर सहमत हो गया। हमें यह बताया गया था कि पाठ्यक्रम और परीक्षा के पैटर्न में से हरेक परीक्षा के बाद बिना भरी अनेक रिक्तियों से बचा जा सकेगा। पाठ्यक्रम फाइनल करने में लंबा समय लगा और एल जी ओ परीक्षा के लिए परीक्षा का नया तरीका लागू किया गया। किंतु यह पाया गया है कि विभाग ने जो हमें बताया था उसके विपरीत एलजीओज की परीक्षाएं और जीडीएस से पोस्टमैन एवं एम टी एस की परीक्षाएं भी बहुत कठिन हो गई हैं और अनेक प्रश्नों का उत्तर देना अत्यधिक कठिन हो गया है। अनेक प्रश्न ऐसे स्टैंडर्ड के हैं कि यहां तक कि आईपीएस ऑफिसर भी आसानी से उत्तर देने में समर्थ नहीं होंगे। इससे ऐसी स्थिति पैदा हो गई है जिसमें उम्मीदवार इन परीक्षाओं को पास नहीं कर सकते और परीक्षाओं के बाद बड़ी संख्या में रिक्तियां बिना भरे रहती हैं। हमारी दोनों यूनियनों आप से अनुरोध करती हैं कि पूरे पाठ्यक्रम को उपयुक्त रूप से संशोधित करने के लिए स्टाफ सदस्यों के साथ अधिकारियों की एक उच्च स्तरीय कमेटी बनाई जाए।

(ख) **वर्ष 2009, 2010, 2011 और 2012 के लिए पोस्टमैन और एम टी एस कैडर की भर्ती के लिए विशेष परीक्षा आयोजित करने का अनुरोध :** उपर्युक्त प्रस्तुतिकरण की पृष्ठभूमि में ऊंटे स्टैंडर्ड के योग्य कर्मचारियों के छोड़कर जाने के कारण क्रमिक रिक्तियों से बचने के लिए यह अनुरोध किया जाता है कि : (1) पोस्टमैन और एम टी एस कैडर में वर्ष 2009 से 2013 के लिए रिक्तियों को भरने के लिए जी डी एस/एम टी एस कर्मचारियों के लिए विशेष परीक्षा आयोजित की जाए। (2) प्रश्न पत्र नियमित एम टी एस और पोस्टमैन कर्मचारियों द्वारा किए जाने वाले दैनिक प्रैक्टिकल और प्रासंगिक कार्य के आधार पर तैयार किया जाए। (3) प्रश्न पत्र तैयार करने का काम एक प्रमोटी ऑफिसर से कराया जाए जिसके पास एम टी एस और पोस्टमैन कर्मचारियों द्वारा किए जाने वाले काम की प्रकृति का व्यावहारिक ज्ञान है।

(ग) **खाली पदों को बकाया रिक्तियों के साथ भरा जाए :** पोस्टमैन और ग्रुप डी / एम टी एस के सभी खाली पदों को निदेशालय के निर्देशानुसार 30 जून 2013 के भीतर भरा जाना चाहिए। खाली पदों को समय पर भरने का कोई चांस नहीं है चूंकि अनेक सर्किलों जैसे आंध्र प्रदेश और असम सर्किल आदि में कोई अधिसूचना जारी नहीं की गई है।

5. **वर्दी की क्वालिटी में सुधार करना और सभी किट आइटमों की समय पर आपूर्ति :** डाक विभाग में पोस्टमैन और एम टी एस को वर्दीधारी स्टाफ कहा जाता है। दुर्भाग्य से ये वे कैडर हैं जो जनता के बीच जाते हैं और वर्दी के कपड़े की घटिया क्वालिटी के कारण विभाग की छवि खराब होती है। विभाग द्वारा अखिल भारतीय यूनियनों के साथ समझौते के बावजूद, जिसके कारण बेहतर गुणवत्ता के कपड़े की खरीद सुनिश्चित करने के लिए वर्दी के कपड़े की खरीद करने वाली कमेटी में यूनियनों से स्टाफ पक्ष सदस्य को शामिल करने में मदद मिली, समस्या बनी हुई है। इस समस्या को तब तक हल नहीं किया जा सकता जब तक कार्मिक एवं प्रशिक्षण विभाग द्वारा स्वीकृत लागत मूल्य में, कपड़ों समेत सभी वस्तुओं के बढ़ते दामों को देखते हुए, वृद्धि नहीं की जाती। कार्मिक एवं प्रशिक्षण विभाग द्वारा स्वीकृत लागत मूल्य बाजार से वर्दी का बेहतर गुणवत्ता का कपड़ा सुनिश्चित नहीं कर सकता। इसके अलावा सर्किलों में यहां वहां उल्लंघन होते हैं जहां प्रशासन क्रय कमेटी में स्टाफ पक्ष सदस्यों को शामिल करने को गंभीरता से नहीं लेता और स्टाफ को चुनी गई गुणवत्ता के कपड़े की आपूर्ति सुनिश्चित करने के लिए कोई सुरक्षा नहीं है। इनको फौरन हल करना होगा।

6. **पोस्टमैन बीटों की अवैज्ञानिक माप बंद करो :** निदेशालय ने हमारी शिकायतों को पोस्टमैनों की बीट अवैज्ञानिक रूप से बताई गई है जो इतनी लंबी दूरी की है कि एक दिन में कवर करना असंभव है, सुनने के बाद पोस्टमैन बीटों के सुसंगतीकरण के लिए आदेश दिए। अपनी शिकायतों की पुष्टि के लिए अनेक उदाहरण (जैसे 70 किमी. से भी अधिक की बीटों के) पोस्टमैन कमेटी के सामने रखे गए। चर्चाओं के आधार पर निदेशालय ने बीटों की माप और उन्हें उचित तरीके से सुसंगत बनाने के लिए आदेश जारी करने की

सहमति दी। दुर्भाग्य से हमारे सर्किलों से हमारे यूनियन सीएचक्यूज को शिकायतें मिल रही हैं कि बीटों की दुबारा माप बिना किसी साइकिल मीटर या फुट मीटर के काल्पनिक गणनाओं के आधार पर की जा रही है। इससे समस्या और जटिल हो गई है और पोस्टमैन स्टाफ के भीतर व्यापक असंतोष है। हमारी दोनों यूनियनें आपसे निर्देश जारी करने का अनुरोध करती हैं कि बीटों के सुसंगतीकरण के लिए सिर्फ साइकिल मीटरों या फुट का उपयोग करके सभी पोस्टमैन बीटों की माप की जाए।

7. **एम टी एस को साइकिल मरम्मत भत्ता** : सभी पोस्टमैन स्टाफ को बिना किसी शर्त साइकिल मरम्मत भत्ता दिया जाता है जबकि एम टी एस स्टाफ को जो लैटर बॉक्स क्लीयर करने या दूसरे बाहरी ऑफिस कार्य में लगे हैं उन्हें सी एम ए के दायरे से बाहर रखा गया है। यह अनुचित है। एम टी एस स्टाफ को भी पोस्टमैन स्टाफ की तरह बिना किसी शर्त सी एम ए अदा किया जाए। हमारी दोनों यूनियनें आप से अनुरोध करती हैं कि सभी एम टी एस को बिना किसी शर्त सी एम ए अदा करने के आदेश जारी किए जाएं।

(क) **निर्धारित आर्थिक मुआवजे में संशोधन (ए)** : इस संबंध में आपके कार्यालय पत्र सं. 10-7/2003 पीई-2 दिनांक 24 नवंबर 2010 का संदर्भ दिया जाता है जिसमें संशोधन पर वर्तमान दर को प्रत्येक श्रेणी के लिए बढ़ाया गया है लेकिन मल्टी टास्किंग स्टाफ को छोड़ दिया गया। जिसकी वेतन की दर के 4 घंटों के लिए 60 रुपये प्रति हॉलीडे की दर से कम कर दिया गया है जबकि एम टी एस स्टाफ को प्रति घंटे 21.15 रुपये प्रति घंटे की दर के आधार पर 3 घंटे के लिए प्रति हॉलीडे 63.45 रुपये मिल रहा था। लगातार पत्रव्यवहार का कोई फल नहीं निकला। एम टी एस स्टाफ के लिए उचित न्याय हेतु इसकी समीक्षा करने की जरूरत है।

8. **सभी मेट्रो शहरों में नोडल डेलीवरी सेंटरों को खत्म करना** : दैनिक वितरण प्रणाली में कठिनाइयों से बचने के लिए देशभर में सभी नोडल डेलीवरी सेंटरों को फौरन खत्म कर दिया जाए। (उदाहरण - पश्चिम बंगाल, कर्नाटक, बंगलोर, महाराष्ट्र सर्किल मुंबई जी पी ओ)।

9. **उत्पीड़न बंद करो** : पोस्टमैन स्टाफ को 100% डेलीवरी के लिए यातना दी जाती है और विभिन्न केसों में उससे ड्यूटी के घंटों के बाद भी काम करने के लिए कहा जाता है और अनेक तरह से परेशान किया जाता है। यह बंद होना चाहिए।

10. **पोस्टमैन कैडर के प्रमोशन पद** : मेल ओवरसीयर, कैश ओवरसीयर, हैडपोस्टमैन और सोर्टिंग पोस्टमैन के पदों को पोस्टमैन कैडर के प्रमोशन पदों के रूप में विचार करना चाहिए और ऐसे पदों पर ड्यूटी के लिए अतिरिक्त इंक्रिमेंट या कुछ भत्ता अदा किया जाना चाहिए। इन पदों पर डेप्लॉय करते हुए पोस्टमैन की सीनियरिटी के मानक को ध्यान में रखा जाए।

**कार्रवाई कार्यक्रम** : ए आई पी ई यू पोस्टमैन एंड एम टी एस / ग्रुप 'डी' और एन यू पी ई पोस्टमैन एंड एम टी एस दोनों आपसे अनुरोध करती हैं कि उपर्युक्त मुद्दों का शीघ्रता से हल किया जाए। उन्होंने इन सभी मुद्दों पर ध्यान खींचने के लिए निम्नलिखित राष्ट्रव्यापी कार्रवाई कार्यक्रम संयुक्त रूप से चलाने का निर्णय लिया है।

1. **कार्यस्थल पर प्रदर्शन : 20 से 22 जून 2013** को पी-4 की अनुभागीय मांगों को हाइलाइट करने के लिए सभी डिवीजनों में लंच आवर में या शाम के समय।

2. **28 जून 2013** की डिवीजनल ऑफिसों के सामने दिन भर का सामूहिक धरना।

3. **9 जुलाई 2013** को क्षेत्रीय कार्यालयों और चीफ पी एम जी कार्यालयों के सामने सामूहिक भूख हड़ताल।

4. **कच्छा (हाफ पैंट) और बनियान पहनकर (पुरुष पी एम) और महिला पोस्टमैनों द्वारा बिना वर्दी पहने मेल वितरित करना** : घटिया वर्दी और दूसरे किट आइटमों की अनियमित आपूर्ति के विरोध में पोस्टमैन 23 और 24 जुलाई 2013 को पुरुष पोस्टमैन कच्छा (हाफ पैंट) और बनियान पहनकर और महिला पोस्टमैन बिना वर्दी के मेल वितरित करेंगे।

AIPEU & NUPE P-IV के सभी सी डब्ल्यू सी मेंबरों समेत और डाक विभाग सचिव को हड़ताल का नोटिस देना।

6. **16 सितंबर 2013 से अनिश्चितकालीन हड़ताल** : हमारी दोनों यूनियनों को अब भी भरोसा है कि डाक विभाग सचिव पोस्टमैन और एम टी एस के ज्वलंत मुद्दों को हल करने के लिए अतिशीघ्र आदेश जारी करके सामान्य स्थिति और शांति कायम रखने हेतु व्यक्तिगत रूप से हस्तक्षेप करेंगे।

सधन्यवाद,

भवदीय

- सही -

(टी.एन. रहाटे)

डीपूटी / जनरल सेक्रेटरी

एन यू पी ई पी-4

- सही -

(ईश्वर सिंह डबास)

जनरल सेक्रेटरी

ए आई पी ई यू पी-4

---

---

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

No Memo/Postmen -JCA/2013

Dated 17th August, 2013

To,

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

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

Reference :- **This office letter of even number dated 11th July 2013**

Madam,

We have carefully considered the assurances given by the Department as reflected in the minutes of discussion held with Secretary Department of Posts and also with Member (Personnel) on 02nd August 2013. While appreciating the positive stand taken by the Department, we feel that time bound follow up action is required and orders are to be issued on agreed items. However, in view of your assurances we have decided to postpone the agitational programmes including strike. We request you to implement the assurances by not later than 31st October 2013.

Yours faithfully,

Sd/-  
[T.N.Rahate]  
General Secretary  
NUPE P-4

Sd/-  
[Ishwar Singh Dabas]  
General Secretary  
AIPEU P-4

---

---

## Reply from DOP Secretary (P) To General Secretaries

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

Dak Bhavan, Sansad Marg  
New Delhi dated the 19th June, 2013

To

1. T.N. Rahate  
General Secretary & President FNPO  
National Union of Postal Employees Postmen Gr.D  
Central Head Quarters, Dalvi Sadan, Khurshid Square  
P&T Colony, Civil Lines  
Delhi - 110 054
2. Shri I.S. Dabas  
General Secretary  
All India Postal Employees Union Postmen & MSE Gr.'D'  
17/3-D, Type-III, P&T Quarters  
Kali Bari Marg  
New Delhi-110 001

**Subject: Memorandum submitted to the Secretary, Department of Posts on urgent issues of Postmen and MTS Staff**

Sir,

With reference to your Memorandum No JCA/2013 dated 07/06/2013 (received in SR Section on 18/06/2013) on the above subject, this is to inform you that your demands / proposals are being referred to the concerned officers of the Department for consideration and submission of report. As you are aware, the Department of Posts has a well established system to resolve the demands of the employees through discussions across the table. In the recent past also periodical meetings / JCM meetings were conducted where a number of issues were discussed to come to a logical conclusion in respect of your demands. It is felt that no fruitful purpose is served by agitation and such disruptions also hamper our business and goodwill. In view of above you are requested to call off your agitational programme so that the postal services are not hampered and public is not put to any avoidable inconvenience.

Yours faithfully,  
Sd/-  
(Arun Malik)  
Director (SR)



---

---

**GENERAL SECRETARY'S LETTER ADDRESSED TO SECRETARY (P)**

With reference to letter mentioned below, parawise comments of reply is given to issues relating to postmen and MTS staff submitted vide memorandum

No. Memorandum/ Postmen JCA/2-13 dated 07th June 2013 are as under:-

**ALL INDIA POSTAL EMPLOYEES UNION POSTMEN & MTS/GROUP 'D'  
NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN AND MTS**

No. Memo/Postmen -JCA/2013

Dated : 15th July 2013

To

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

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

**Reference :** Your office letter No 08/11/2013-SR dated 08th July 2013

With reference to your letter mentioned above, Lpara-wise comments of your reply given to issues relating postmen and MTS staff submitted vide memorandum No. Memorandum/ Postmen JCA/2-13 dated 07th June 2013 are as under:-

Postmen Committee Recommendation not implemented.

**(a) Extraction of data entry work from Postman-**

In this connection it is suggested that at present Postmen staff is doing data entry work daily without proper training. There should be no problem for providing time factor for this job like P.A. The reply given is not convincing since it delays the issue. **The Postman Committee has accepted to give the same Time Factor to Postman as given to the PA, but the Administration has not yet circulated the Order, it is still pending.**

**(b) Revision of postmen Norms**

As regards norms, these pertains to long back, say 22-5-1979. However, changes made in the year 05.02.2010 and 19.07.2012 are negative for example ( time factor was reduced from 0.75 to 0.72 for delivery one ordy letter) which is not justified and union opposed this revision and demanded fresh revision to be explored by work study. This was not accepted as the formation of Work Study for this job does not come under the jurisdiction of Postmen Related Issue Committee. Under the present scenario, traffic bottlenecks has increased like increase in the width of roads causing heavy traffic and also multiplying one building into many houses further multiplying like divisions on increase of family members on their internal matters. As such negative reply given is not matching with the stated reasons. It would be pertinent to revise the norms on the basis of facts provided. **There is no positive and realistic measurement of the footwalk by the postman for which Union has been harping upon since long. Besides the developing areas of small and big cities are not taken into assessment while computing the statistics for revision of staff.**

---

---

**(c) Change in procedure for payment of Speed Post delivery incentive**

Union opposes the proposal as it creates delay in payment. It would be pertinent to mention that the delivery of SP should be included in the workload of postmen staff instead of any incentive OR delivery of SP be stopped in case incentive is delayed by two months. Further the genuine remarks made of the SP articles regarding non-delivery are not taken as disposal of the article to be qualified for 100% delivery.

**(d) Combination of beat:**

The proposal for combination beats is acceptable when only it lasts for one or two days. Longer period means to cover staff deficiency is not at all agreeable since the postmen staff is already overburdened and combination of beat results in extreme harassment. **In this connection attention is also invited to the Departmental Order No. 10-7/2001 PE-II dated 2/9/2008 which the Subordinate Authority have been directed to deploy necessary essential delivery staff to dispose of the mail as a core business. However, due to some reasons or others subordinate Authority are not inclined to implement the Order.**

**(e) Delivery of Heavy parcels and EPP articles:**

This type of slang reply causes not only delay but also leads to confusion and uncertainty to clinch the issue. As regards delivery of EPP /Logistics parcels, these are carried on hiring auto by postmen and the charges paid should be reimbursed to the postmen on the same day or conveyance of heavy parcels arranged by the department... As regards coolie charges, coolie charges presently available need to be revised on priority basis due to high prices of these days This issue need to be decided and ordered within a month.

**(f) Corrigendum on density of population:**

The plea given is not tenable and request to issue corrigendum as suggested.

**(g) Creating of justified additional posts:**

To affect 100% delivery in all cases is not possible due to excess work and no time to cover the whole beat to affect the delivery of the articles pertaining to that area. If such remarks, like **excess work and no time for delivery**, when given in the postman book are not accepted though being real and actual remark. When there is prediction regarding receipt of extra mail for delivery like **Adhar Card. Old-age pension by E.MO Money Orders**, issue of new cheque books by all Banks being delivered through post offices and creation of new cities like Raipur (New Capital of Chhattisgarh). **If the suggested remark are not acceptable to the Department, any other way to show the disposal of heavy excess work may be indicated.**

Issuing of Hand held device has no concern in this regard. This would not serve the purpose for the reasons given above. The reply given is not convincing.

**2. Cadre Restructuring of Postman and MTS:-** Union opposes the reply given. Moreover cadre restructuring should be on the analogy of %age basis.

**Since the recommendations of the VIth CPC Postman and MTS staff is classified as Group 'C' staff. Therefore, all the prospects given to other Group 'C' Staff should also be given to the Postman and MTS staff on equality basis. So far, Postman staff is concern there is available scope for systematic restructuring the cadre. For example, for a postman a certain percentage of the staff can be upgraded to the level of Stamp Vendor, Sorting Postman, Head Postman, Overseer, Mail Overseer, Cash Overseer etc. As regards to MTS staff there is a scope to upgrade them cadrewise as Jamadar, Head Jamadar, Hall Jamadar, Daftary etc. Presently, though there is no specification for these posts but all the relevant work pertaining to the above category is being got done by the existing staff in the respective category.**

---

---

Union has been demanding above type of cadre restructuring in the long time past. If close consideration is given to this suggestion it will certainly help in the productivity and Division of labour will be achieved with specific responsibility and transparency.

**3. Door to Door Scientific Measurement of Beats:-** Door to Door scientific measurement of beats by mechanical devices like cyclometer and foot meter is not done. In this connection our letter No. P-IV/CHQ/Periodical M/2013 Dated 10th July 2013 wherein actual position regarding measurement of beats Pushpa Bhavan PO, Saraswati Vihar PO (New Delhi) and Bahadurgarh HO (Haryana) have been stated. It would be appreciated, if the circles are ordered to be strict for physical measurement of beats by applying mechanical devices as stated above to ascertain the facts.

**In the present scenario there is increasing trend to build towers and high rise buildings all over India. The towers and highrise buildings are intended to give modern look to the Indian panorama. Proportionally, it is admitted that Postal Administration is found to be incapable to give official service (door to door) to the new changing towers and high rise buildings. Admittedly, the reason is shortage of delivery staff. It is also a fact that the determination of the justified staff for delivery as per practice in vogue is best on revision statistics. Presently, there is no scientific device to determine the staff strength required for delivery in precise manner. It claimed that as per study report prepared by the Department the time factor is adequate and include time allowance for footwalk. It is also claimed that for door-to-door ordinary articles 0.72 is also adequate. Union do not agree with the findings of this report. The reason is that there is no inclusion of any co-efficient in the said time factors, human body not a machine. Consequently, the delivery staff cannot be expected to work like machine at every second and every minutes. Human endurance has limits, he may intermittently need to take a pose to wait at the door to wait for arrival of the addressee of the door, complete process of delivery even by lending a pen to the addressee for signature, waiting for the return in case of an old and illiterate person helping him for giving him proper acquittance for deliver the articles. To go for nature call if required and also to refresh himself if needed. All these ancillary functions are not adequately reflected in the allotted time factor which is without any co-efficient. Consequently, the allotted time factor need to be re-looked with criteria mentioned above. Further, it is also added that the Union suggest to authorise the delivery staff in respect of Ordinary mail to hand it over in bulk to the security posted for the highrise buildings and towers where there is no provision of letter boxes available at ground floors made by the towers and highrised buildings.**

**(B) To fix the meeting of Committee for Modification in Order No 31-38/79-PE-I dated 22.05.1979**

**It is claimed that a new Committee under the Chairmanship of CGM (MB) was constituted to have re-examination of the modification in Order No. 31-28/79-PE-I dated 22-5-1979, but since last couple of months no meetings is convened by the designated Committee. Consequently, the issue has remained inert in the light of the detailed submission made in the Union's reply in the foregoing item. Still there is a need to reassess regarding the time factor and arrive at precise time factor.**

**4. Revision of Syllabus to Departmental Exams:-** It is an admitted fact the present syllabus is nothing more than hard nut to crack. It is beyond the reach of appearing staff for the examination is very poor in knowledge and study due to long duration of service. If no change is brought into the syllabus, the percentage of passing the candidates will be negligible one. Even the experienced candidates with sufficient knowledge working in the department will repent at leisure when they are unable to get promotion. On the other hand, outsider going through the examination with such hard syllabus will not stay in the department for longer period because they

---

will try for other coveted posts. The department will always face deficiency. It would be in the interest of department and the candidate as well to look into the issue seriously regarding sufficient change in the syllabus so that departmental candidates would aspire for promotion with dedication of work and sincerity. **It is claimed by the Department that the syllabus is linked to job content, if it is so, the experienced staff in Group 'D'/MTS, Postman etc. would be more advantageous and useful to the Department. Further, it is also noticed that highly competitive staff go for better prospects whereas the GDS, MTS and Postman staff having associated with Postal Work for years together do not incline to leave the job.**

**(B) Request to conduct special examination for recruitment to the Postman & MTS cadres for the years 2009, 2010, 2011 and 2012**

Private coaching for long duration may help to upgrade knowledge and skill to go through the examination. This would not help for the reason that learning deep knowledge with reference to present syllabus will prove futile without change of syllabus with modified questions which are easy answerable.

**(C) Filling up vacant posts with Residual vacancies:**

Second Week of July has set in. We would appreciate if the time limit is strictly maintained. **Latest position in the matter need to be intimated to the Union. Positively and also the action of compliance.**

**5. Improving the Quality of Uniforms and timely supply of all kit items:-** The solution of problem put forward would not meet the requirement for timely supply of good quality of uniform, kit items and Shoes/Chappals. The proposal given to affect payment for which the supply is not made. Similarly for the other kit items and shoes. Correspondence made in the past made no affect for supply of uniform and other kit items. Positive solution need to be examined/worked out.

It is not understood that despite of existing clear instructions under OM No. 14-7-2003 JCA dtd. 25-11-2005 why so much delay is caused in procuring and supplying Uniforms and kit items to the eligible staff. The sample specification given by the Union at the proper time of submission is substituted with inferior quality of cloth and the process is being avoidably prolonged and effective solution for supply of cloth and kit items need to be decide at an early date. Due to vulnerable market prices and change in texture of the cloth, the powers for purchase of cloth and kit items may be delegated to the respective Head of the Region/Circle, so that appropriate requirement of texture of cloth and kit item would be satisfactorily met with.

**6. Stop Unscientific Measurement of Postmen Beats:-** Suggestion given in para 3 above would help to correct measurement of beats. Generally measurement of beats are made on guess work causing reduction of beats and staff. This type practice need to be stopped. In this connection our letter No. P-IV/CHQ/Periodical M/2013 Dated 10th July 2013 may please be referred to.

**7. Cycle Maintenance Allowance to MTS:**

As regards cycle maintenance allowance to MTS, it is justified as the allowance itself speaks maintenance allowance means the officials using own cycle for Government work. It would be appreciated, if the cycle maintenance allowance is ordered for the MTS to avoid step mother treatment with them. The matter need to be re-examined. **It is observed that in mofussil area MTS staff is using cycle for LB clearance. So if the concern Authority is satisfied regarding use of the cycle for the Government work, the necessary CMA may also be paid to the concerned MTS staff.**

**(a) Revision of Fixed Monetary Compensation (FMC)**

**Agreed to the present status of the file. May be intimated to the Union.**

---

---

### **8. Abolition of Nodal Delivery Centers at all metro cities:-**

In order to provide quick & efficient delivery, nodal delivery Centers at all metro cities need to be abolished for the very reasons it wastes time and causes inconvenience to postmen staff affecting delivery efficiency.

**In this connection, detail submission stand already submitted. The contention of the Department is not convincing. If reports from the Circle Heads is called for regarding abolition of Nodal delivery system, the matter would confirm that Nodal delivery system not only involve delay but also involve disrupting the staff strength from where the additional Postman staff is supplemented from other Post Offices. Accordingly, is observed the disadvantages of centralise nodal system is more advantageous than delivery of articles through regular delivery POs. The reasons are in nodal system. The nodal delivery staff is required to cover the unknown delivery area whereas in delivery POs the delivery staff is well associated with the delivery area this saves time delay. If it is still intended to carry on with Nodal delivery system then the Nodal delivery PO should be provided with separate delivery staff for the purpose. Presently, for Nodal delivery centre the additional staff is drawn out from the various other POs disturbing the regular strength of the original PO which result in shortage of delivery staff from where the additional staff for Nodal delivery offices supplemented. However, the reports of the Head of the Circle who have abolished the Nodal delivery system would throw more light on the subject. In case of non delivery from Nodal delivery PO the customer is put to avoidable inconvenience to visit and collect the article from Nodal delivery Centre (PO).**

**9. To Stop harassment:-** It is stated that affecting 100% delivery is out of question as there are many bottlenecks despite working of postmen staff after their working hours. The actual reasons so given coming up as bottlenecks like inquiry of incomplete address or when the postmen is unable to complete his beat due to excess work and paucity of time. The mail left for delivery goes without remark as remarks no time if given on the article is not accepted. To try level best to maintain 100% delivery when taken as moral duty and remarks like no time left due to excess work and long beat given by the postmen on the letter. Harassment is meted out by giving oral orders by Postmaster and delivery work like showing paid money orders of unpaid money orders, keeping the amount of money orders in pocket for next day payment and pressurized for undelivered articles as delivered with the signature of postman and affecting delivery next day. Postmen are also directed to go two or three times for affecting delivery of undelivered articles. If refused, they are charge sheeted.

**10. Promotional Posts of Postmen:-** It is stated that promotion to postmen after long service is elevated to the posts of Mail Overseer, Cash Overseer, Head Postman and Sorting Postman. To recognize his past service rendered devotedly for public service, some allowance or one increment should be provided in order to feel justified for its promotion.

Yours faithfully,

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

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

---

---

# FEDERATION OF NATIONAL POSTAL ORGANISATIONS

T-24, Atul Grove Road, New Delhi-110001. Phone : 011-23321378

E-mail : theagarajannachi@hotmail.com

---

Ref.: 9/45/NUPM/2013

Dated : 29.06.2013

To

**Mrs. K. Gopinath,**  
Secretary, Department of Posts,  
Dak Bhawan,  
New Delhi-110001.

Madam,

**Sub : Request to consider Memorandum on Postmen & MTS - Reg.**  
**Ref: Memorandum submitted by AIPEU, PM & MSE/Gr-D and NUPEPM & MTS.**

Your kind attention is invited to the Memorandum (Copy enclosed) which was submitted by both Postmen Unions affiliated to FNPO and NFPE Federations.

It is reported that no fruitful action was taken by the Department on the issues mentioned in the above Memorandum seriously. This has resulted unrest among the Postmen MTS Staff and hence the Unions have decided to launch agitation programme as stated.

In view of the above, it is requested that necessary instructions may kindly be issued to all the Officers concerned to take suitable action on the Postmen issues mentioned in the Memorandum.

An expeditious action is highly solicited.

Thanking you,

Yours Sincerely,  
Sd/-  
(D. Theagarajan)  
Secretary General

---

---

## **Minutes of Discussion held on 2-8-2013 to discuss Postmen Committee recommendations**

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

The above meeting was held on 02/08/2013 in the Committee Room, Dak Bhavan at 1430 hrs. under the chairmanship of Member (P) to consider the memorandum dated 07/06/2013, submitted by the All India Postal Employees Union Postmen & MTS / Group 'D' and National Union of Postal Employees Postmen and MTS.

Following were present:-

### **Official Side:**

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

### **Staff Side:**

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

After deliberations following agreements were arrived at:-

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

(b)	<b>Revision of postmen norms:</b> Postmen norms issued by the Department are very old. The decision taken in the committee are not convincing. As such it is suggested that formation of fresh Internal Work Study Unit with one / two staff side members to review all work performed by postmen staff with door to door measurement of beats was requested. Internal Work Study Unit for this job is to be ordered by the Directorate as the same does not come under the jurisdiction of the Committee.	The norms were formulated after intensive scientific work study by the IWSU of the Department in 2008. Since five years have already elapsed, a study by departmental officials or by a third party may be conducted to review the postmen's norms keeping in view that IWS Unit no longer exists.
(c)	<b>Change in procedure for payment of Speed Post delivery incentive:</b> At present the procedure for payment of incentive is very lengthy. Nobody prepares bills. In case the bills are prepared they remain under verification of PRI/SDI/ASP then go to sanction to the Divisional Head. After sanction of bills from Divisional Head to DDOs for payment. Then bills are to be prepared DDOs for payment office wise. It is suggested that module for payment of Speed Post Incentive in the computer software be installed and give powers of payment to the concerned postmaster on weekly/ monthly. After payment the concerned vouchers be sent to the DDOs for accounting purpose.	The software for generation of Postman incentive bills is being developed by the CSI partner under the IT Project. Meanwhile it has been decided to issue instructions to all circles that incentive bills may be cleared on monthly basis till the software is developed.
(d)	<b>Combination of beat:</b> It was decided in the above meeting that limit of combination of beat in the post office having 4+ strength will be removed since it adversely affects the delivery efficiency. But orders on this item are yet to be issued by the Directorate. This needs to be done at the earliest.	Staff side was informed that orders have already been issued in this regard. A photocopy of the order No.10-7/2001-P.E.II dated 02/09/2006 is enclosed for needful.
(e)	<b>Delivery of Heavy parcels and EPP articles:</b> It was pointed out by the staff side that Postman faces difficulty in delivery of registered parcels weighing more than 5 Kgs each and EPP articles of which the maximum weight of 35 Kgms., per articles has been fixed. It was highlighted that either some reasonable rate and mode of conveyance for delivery EPP articles should be fixed or the rates of coolie charges fixed in the past should be revised for efficient delivery of the registered parcel. It was decided that the Directorate will consider reiterating the instructions on coolie charges to all the Circles so that the delivery of heavy parcels is not adversely affected. Whether coolie charges pertaining to heavy parcels have been enhances due to high prices. As regards EPP parcels, whether mode of conveyance with rate of each mode have been decided by the Directorate.	Staff side was informed that New Parcel Division is examining this issue. The proposal to revise the coolie charges will also be examined by the Parcel Division.



(f)	<p><b>Corrigendum on density of population:</b> The staff side drew attention of the committee to the note of Sl.8 in the Directorate letter No.9-1/2005-WSI/PE.I dated 05/02/2010 which stipulates that area having a density of population 2500 per Sq. KM may be taken as congested area "and pointed out that the same has incorrectly been printed as it should refer to 2500 per sq. Mile instead of 2500 per sq. kilometer. They quoted a clarification received from PTC, Mytore which has cited Directorate letter dated 19/02/1976 indicating establishment norms for Postmen and defining congested area or having a density of population of 2500 sq. per Mile. After discussion it was agreed that Directorate would examine and issue suitable amendment / corrigendum to the Note 8 of the revised norms of postmen establishment.</p>	<p>The staff side was informed that there is no typographical error. The definition of the congested area as 2500 per square kms. is correct.</p>
(g)	<p><b>Creating of justified additional posts:</b> In this connection while implementing the system for delivery work and allowing postmen to write correct remarks for non-delivery. The staff side drew attention to item No. 25 minutes of the last JCM meeting issued on 01/03/2012 wherein it is mentioned that the issue is under examination by the Postman Committee being chaired by CGM (PLI). After discussion, the view emerged that this item is not part of Committee's mandate and the issue pertains to creation / re-deployment of Posts which is basically a policy issue. However, the staff side mentioned that Postmen were not able to write correct remarks for non-delivery of article due to heavy work in the project Arrow Offices, it was, therefore, decided that the experience gathered after implementation of Project Arrow in various Post Offices could be examined. Result on examination has not been communicated so far in this regard.</p>	<p>Circles have been requested to review the Post Office Establishments. On receipt of reports from all the Circles, the justification, if any, of the additional posts will be examined in consultation with Ministry of Finance.</p>
2.	<p><b>Cadre Restructuring of Postman an MTS:</b> The first and foremost issue on which a bias against the Postman is clearly visible is that of cadre restructuring for this cadre. The Department through conceded to form a Cadre Restructuring Committee during the strike negotiations with the Postal Joint Council of Action had issued orders omitting the cadre of Postman and MTS from the ambit of cadre restructuring. This shows the mind-set of the Department on the important issue of cadre restructuring of Postman and MTS cadre. The stand of the Postal Directorate was against the direction of the Official Side in the National Anomaly Committee that every department shall go into the issue of cadre restructuring</p>	<p>Cadre Restructuring Committee headed by the then DDG (P), Shri Salim Haque had been given this mandate and issue will be decided after finalization of the Committee report.</p>

	<p>for boosting the promotional avenues of employees rather than depending too much on the MACP Scheme for that purpose. It is a known fact that the cadres of Postman and MTS have no in-situ promotion in their cadre except the promotion to the cadre of Postal Assistant through a competitive examination. Every other cadre other than the cadres of Postman and MTS have their own hierarchical promotions in their own cadre and this discrimination cannot be ended without a proper cadre restructuring in place for the Postman and MTS cadre. Even the flimsy promotion for the cadre of Postman earlier to the introduction of TBOP / BCR like Head Postman, sorting Postman etc., have disappeared from the scene and as on date no promotion in the cadre is available to both these cadres. Unfortunately, the Department of Posts not only not in a position to appreciate our contention as well as the proposal for cadre restructuring based on percentage basis as available to all cadres in the Department of Railways but no inclined to consider any cadre restructuring proposal to these cadres. The absence of any promotion to them in their own cadre leaves them total frustrated and takes away any incentive to perform better to the services. This has to be properly appreciated and attended to by the Postal Directorate in the absence of Cadre Restructuring Committee failed to find out any alternate proposals to 'our proposal based on percentage.'</p>	
3. (A)	<p><b>Door to Door Scientific Measurement of Beats: (A) -</b>  At present the door to door beat measurement system adopted by the department is not only unsatisfactory but also incorrect one as neither scientific device like foot meter nor cyclo meter is used to assess the actual length of beat. The measurement of beats is generally done while sitting on the table by guess work only. Moreover the workload of mail delivery and number of houses to be visited during duty of eight hours has no where been laid down causing extreme harassment to postmen staff. It is demanded that the number of houses to be visited and number of articles to be delivered should be laid down in the interest of delivery efficiency and rationalization of workload of postmen staff as well.</p> <p>The Directorate ordered for rationalizing of Postman beats after hearing our complaints that Postman beats are constructed unscientifically with long distances humanly impossible to cover on a day. Many examples</p>	Same as 1 (b) above.

	<p>like more than 70 kilometers beats were brought to the notice of the Postman Committee to substantiate our complaints. Based on the discussions the Directorate agreed to issue orders for measuring the beats and rationalizing them appropriately. Unfortunately the CHQs of our Unions are receiving complaints from our Circles that re-measuring of beats is being done most unscientifically without using either the cyclo-meters or foot-meters but applying their imaginary calculations. This has complicated the problem more and there is wide spread resentment among the Postman staff. Both our unions urge upon you to issue strict instructions to measure all Postman beats only by using cyclo-meters or foot-meters for the purpose of rationalizing the beats.</p> <p>(B) <b>To fix the meeting of Committee for Modification in Order No. 31-38/79-PE-I dt. 22-5-1979:-</b> The Committee Constituted for examination of Modification in Departmental Order No. 31-38/79-PE-I dt. 23-5-1979 in R/O footwork of the Postman from door to door walk in R/O Item DO 4 of Periodical Meeting held on 29-11-2012 and Departmental Council Meeting on 28-12-2012.</p>	<p>As in 1 (b) above.</p>
<p>4. (A) (B) (C)</p>	<p><b>Revision of Syllabus to Departmental Examinations Request to conduct special examination for recruitment to the Postman &amp; MTS cadres for the years 2009, 2010, 2011 and 2012 :</b> To avoid recurring vacancies due to leaving of qualified employees of high standard <b>in the background of submission made above, it is requested that-</b></p> <ol style="list-style-type: none"> <li>1. To fill up the vacancies for the years 2009 to 2013 in the Postman and MTS cadre a <b>special examination only for GDS/MTS employees</b> may be conducted.</li> <li>2. <b>The question paper</b> may be set on the basis of practical and relevant work routinely done by the <b>regular MTS and Postman employees.</b></li> <li>3. The work of <b>setting question paper</b> may be got done by a <b>promotee officer</b> who is having practical knowledge of the nature of work being done by the MTS and Postman employees.</li> </ol> <p>(C) <b>Filling up vacant posts with Residual vacancies:-</b> All vacant post of Postmen &amp; Group D/MTS should be filled in within 30th June 2013 as directed by Directorate. There is no chance to fill up vacant posts in due time as no notification has been issued in many circles like A.P. and Assam Circle etc.</p>	<p>A committee has been constituted under chairmanship of DDG (R&amp;P) to examine the contents of question papers set by various circles with reference to syllabus prescribed and submit a detailed report.</p> <p>Necessary action has been initiated in circles. It was decided that the orders to fill up the vacant posts will be reiterated to the circles.</p>

5.	<p><b>Improving the Quality of Uniforms and timely supply of all kit items:-</b>The Postman and MTS are called the uniformed staff in the Department of Posts. Unfortunately these cadres who are actually moving among the members of public pose a poor picture to the image of the Department because of the inferior quality of the uniform cloth. Despite the agreement with the All India Unions by the Department that facilitated inclusion of staff side member from the Unions in the purchase committee of uniform cloth to ensure purchase of better quality of cloth,, the problem persists. This cannot be sorted out unless the cost price permitted by the DOPT is enhanced on the face of escalating prices of all commodities including the textiles. The cost price permitted by the DOPT cannot ensure better quality uniform cloth from the market. Added to this are the violations here and there in Circles where the Administration is not sincerely ensuring inclusion of staff side members in the purchase committee and no protection against ensuring supply of the selected quality of cloth only to the staff. These have to be addressed immediately.</p>	This item will be discussed in the JCM Standing Committee meeting to be held on 23/08/2013.
6.	<p><b>Stop Unscientific Measurement of Postmen Beats:</b> The Directorate ordered for rationalizing of Postman beats after hearing our complaints that Postman beats are constructed unscientifically with long distances humanly impossible to cover on a day. Many examples like more than 70 Kilometres beats were brought to the notice of the Postman Committee to substantiate our complaints. Based on the discussions the Directorate agreed to issue orders for measuring the beats and rationalizing them appropriately. Unfortunately the CHQs of our Unions are receiving complaints from our Circles that re-measuring of beats is being done most unscientifically without using either the cyclo-meters or foot-meters but applying their imaginary calculations. This has complicated the problem more and there is widespread resentment among the Postman staff. Both our Unions urge upon you to issue strict instructions to measure all Postman beats only by using cyclo-meters or foot-meters for the purpose of rationalizing the beats.</p>	Same as 1 (b) above.
7.	<p><b>Cycle Maintenance Allowance to MTS:-</b>The Cycle Maintenance Allowance is paid to all Postman staff without any conditions whereas the MTS Staff who are engaged in letter box clearing or other outside office work excluded from the ambit of CMA. This is unjustified. The MTS Staff also are to be paid CMA without any</p>	The Postman's duty involves daily visit to deliver letters in his beat and hence if he is using cycle the allowance is admissible. Since different persons, depending on availability of persons, are used for letter box clearances, the

	conditions as like Postman staff. Both our Unions urge upon you to issue necessary orders to pay CMA to all MTS without any conditions.	allowance cannot be given to any specific official. Further, in many Post Offices one or two bicycles are generally kept. That can be used for clearing Letter Boxes. The proposal that MTS staff be paid CMA without any condition like Postman staff is thus not acceptable.
(a)	<b>Revision of Fixed Monetary Compensation (FMC):-</b> This has reference to your office letter No 10-7/2003.P.E.II dated 24th Nov 2010 wherein existing rate on revision has been enhanced for each category except Multi Tasking staff whose rate of remuneration has been reduced @ Rs 60/- per holiday for 4 hours whereas MTS staff was getting @ Rs 63.45 per holiday for 3 hrs on hourly basis @ Rs 21.15 per hour. Protracted correspondence made proved in fructuous. This need to be reviewed for proper justice to the MTS staff.	The staff side was informed that the matter is under examination in consultation with IFW.
8.	<b>Abolition of Nodal Delivery Centers at all metro cities:-</b> All Nodal delivery centers should be abolished throughout the Country immediately to avoid complication in day-to-day delivery system. (Example- West Bengal Circle, Karnataka Circle, Bangalore, Maharashtra Circle Mumbai GPO).	The staff side was asked to furnish the specific cases with details of the complications due to creation of Nodal Delivery Centres. Department's view is that Nodal Delivery is functioning smoothly in such centres.
9.	<b>To Stop harassment:-</b> The postman staff being tortured for 100% delivery and in various cases by asking them to work beyond duty hours and many other ways harassment is there it must be stopped.	Staff side was asked to furnish specific cases so that this could be taken up with respective circles.
10.	<b>Promotional posts of Postmen Cadre:</b> The posts of Mail Overseer, Cash Overseer, Head Postman and Sorting Postman should be considered as promotional posts for Postmen cadre and an additional increment or some allowance should be granted for performance duties on such posts. Seniority criteria of postmen should be taken in view while deploying on these posts.	This item will be discussed in a meeting decided to be held under the chairmanship of Member (P).

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

Meeting ended with vote of thanks to the chair.

The last meeting of Departmental Council (JCM) was held on 28-12-2012. Next meeting of the Departmental Council (JCM) is over due. It is request to convene the meeting at an early date. Enclosed items are sent herewith for inclusion in the agenda for the Departmental Council (JCM) Meeting with the Secretary (P).

2. It is also requested that before convening the Departmental Council (JCM) meeting, a meeting of the Departmental Standing Committee of JCM (DC) with Member (P) may kindly beheld to discuss the pending items.

---

011-23743667  
Mobile No. 09811213808  
Email : postaljcm@gmail.com

**STAFF SIDE  
JOINT CONSULTATIVE MACHINERY  
POSTAL DEPARTMENTAL COUNCIL**

No. JCM/DC/2013

Dated 14th May, 2013

**K.V. Sridharan  
Leader**

**Giri Raj Singh  
Secretary**

To

Ms P. Gopinath  
Secretary Posts,  
Department of Poss,  
Dak Bhawan,  
New Delhi-110001

**Subject : Holding of JCM Departmental Council Meeting.**

Respected Madam,

It is brought into your kind notice that last JCM (DC) meeting was held on 28-12-2012 and standing committee meeting was held on 18-12-2012. Almost more than four months have elapsed since then.

As the meeting is overdue, we request you to fix the date of next JCM (DC) meeting at an early date.

Awaiting early action,

Yours Sincerely,  
Sd/-  
(Giri Raj Singh)  
Secretary Staff Side.

---

---

011-23743667  
Mobile No. 09811213808  
e-mail: riiichq@gmail.com  
Email:postaljcm@gmail.com

**STAFF SIDE**  
**JOINT CONSULTATIVE MACHINERY**  
**POSTAL DEPARTMENTAL COUNCIL**

**K.V. Sridharan**  
**Leader**

**Giri Raj Singh**  
**Secretary**

P No. R-III/Periodical Meeting/2013

Dated 25 -06-2013

To

Shri Arun Malik  
Director (SR)  
Department of Posts,  
Dak Bhawan  
New Delhi-110 116

**Subject:- Agenda items for the Departmental Council (JCM) Meeting with Secretary (P).**

Sir,

The last meeting of Departmental Council (JCM) was held on 28-12-2012. Next meeting of the Departmental Council (JCM) is over due. It is request to convene the meeting at an early date.

Enclosed items are sent herewith for inclusion in the agenda for the Departmental Council (JCM) Meeting with the Secretary (P).

2. It is also requested that before convening the Departmental Council (JCM) meeting, a meeting of the Departmental Standing Committee of JCM (DC) with Member (P) may kindly be held to discuss the pending items.

Yours sincerely,  
Sd/-  
(Giri Raj Singh)  
Secretary Staff Side.

---

---

## **SUBJECTS FOR THE ENSUING DEPARTMENTAL COUNCIL (JCM)**

### **4. Non implementation of Delhi High Court orders on revision of pay scales of Packers, Foreign Post, case of Chennai Foreign Post in Tamilnadu Circle.**

Despite clear orders dated 17.08.2012 and subsequent clarifications dated 03.09.2012 of the Directorate, the implementation of the orders has not been carried out by the Director, Foreign Post Chennai till date.

The Directorate vide its letter and 04.09.2012 clarified that they should be allowed the pay scale of Rs. 950-1500 w.e.f 01.01.1986 and further pay scale of Rs. 3050-4590 w.e.f 01.01.1996 and Rs. 5200-20200 with grade pay Rs. 1900 w.e.f 01.01.2006. Earlier the DoPT as well as the Directorate clarified that the previous financial upgradation in respect of Group 'D' shall be ignored and will be provided fresh refixation after the introduction of MACP. Similarly there was a pay scale fixed for the posts having the pay scale of Rs. 950-1500 for TBOP and after 01.11.1991 for also BCR after the introduction of MACP similarly orders have been communicated after 6th CPC about the 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.

### **6. Stepping up of pay in case of postman and Group 'D' officials - regarding.**

The condition of seniority in the gradation list to be observed for the stepping of pay has been misinterpreted in case of Karnataka Circle and the postman and Group 'D's are not permitted to claim stepping of pay at par with juniors in the Divisional gradation list.

The stepping up has been denied by stating that the seniority should be determined within the sub division where the official is working. This defeats the purpose of maintaining the gradation list at Divisional level in such cadres. Since the recruitment of postman and Group 'D' is being made at Divisional level and the seniority is also being determined based on the selection list of the entire division, the denial of stepping up of the pay is tantamount to the denial of dues to such officials.

### **13. Non filling up of residual vacancies - Case of West Bengal Circle**

Despite our repeated requests to fill up all the pending residual vacancies in West Bengal Circle, the issue remains unsettled. When the delegation of Circle Secretaries met and discussed the



---

---

Chief PMG for filling up of all residual PA vacancies being kept unfilled due to inadequate number of qualified candidates in the LGO exam since 2000 onwards, the Chief PMG replied that there was some mistake happened and he was not in a position to fill up the vacancies up to 2004 as it was a closed chapter.

It is pertinent to mention that the Directorate has caused clear instructions vide its letter dated 11.05.2007 to fill up all the pending residual vacancies which has not been implemented in West Bengal Circle. Further, there are 89 PA posts which are kept unfilled up under residual vacancies for the year 2004 and the Chief PMG has informed that he has sought necessary approval from the Directorate to fill up those vacancies of 2004.

It is therefore requested to kindly cause action to fill up all the vacant residual vacancies right from 2000 onwards besides immediate approval for 2004 sought by the Circle administration.

### **17. Modification in the revised Postmen/Mailguard recruitment rules**

As per the previous recruitment rules, 50% of the Postmen/MG vacancies were reserved as Group D promotional quota ( 25% seniority and a 25% merit ) The unfilled up Group D promotional quota vacancies were offered to GDS under merit quota. But as per the revised recruitment rules the 25% seniority quota of MTS is removed and the unfilled Group 'D' quota vacancies are offered to open market recruitment. This has adversely affected the promotional chances of senior Group D staff and also the GDS. This is in violation of the understanding reached with the staff side. It was assured that there will not be any open market recruitment of the post of Postmen/Mail guard cadre.

Further in the previous recruitment rules out of the 50% Postmen/MG/Vacancies earmarked for GDS, 25% were under seniority quota and 25% under merit quota. But in the revised recruitment rules entire 50% vacancies are earmarked for merit quota only, thus curtailing the promotional chances of senior GDS.

It is requested to review the Postmen/Mailguard recruitment rules to remove open market recruitment and also to restore seniority quota promotion.

### **18. Special Pay to PO & RMS Accountant**

- (a) Grant of special Pay to TBOP/BCR official
- (b) Grant of special pay to MACP official with retrospective effect

As per the recent clarification issued by the Directorate, the grant of special pay has been extended to MACP officials who are working as Accountants. The order is effective only from the date of issue. Hence many MACP officials who have been continuously working on the Accountant posts are deprived of the benefits from which date they are working as Accountants. Similarly like MACP, TBOP/BCR is also not promotion and hence the above benefit should be extended to TBOP/BCR officials also. Necessary clarifications may be issued.

### **19. Grant of flight fare to officials working in North-Eastern Region while deputed for training outside NE an also for LTC tour**

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.

**20. Creation of New Posts of System Administrators and Marketing Executives instead of redeployment of the sanctioned PA posts**

At present, the Postal Assistants are being deployed to carry out the jobs of systems Administrators, Marketing Executives etc for which no establishment norms had been laid down. Resultantly there is an absolute shortage in the operative works being carried out by the Postal Assistants. Necessary action may please be taken for the creation of justified Posts.

**21. Penalising innocent officials in the name of minus balances**

Despite the fact that it was assured not to penalize the officials without evincing any action to recover the minus balance from the depositors, the divisional heads are resorting action to recover the amount from the innocent official by hook or crook by misusing the contributory factors provisions. The AIPEU Group 'C' has sent a detailed note earlier about the cause, effect and remedy in settlement of minus balance for which there seems no action.

It is therefore requested to kindly ensure not to recover any amount of minus balance from the innocent officials without resorting action to recover the amount from the depositors concerned.

**22. Denial of relaxed standards to GDS in the appointment of Postal Assistants in the revised recruitment rules - regarding.**

In the Recruitment Rules for the Postal Assistants communicated vide Directorate letter No.60-9/2009-SPB-1 dated 8/5/2012, the process of applications for admission to write the examination for the unfilled up vacancies of LGOs by the GDS to PA/SA, the minimum mark in the Plus Two examination has been prescribed as 50% of all communities including SC/ST whereas in the open competition for the direct recruitments through examination it was fixed as 45% for SC/ST applicants. This is an utter violation of the spirit of the constitution of India and defeat the very purpose of reservation in the appointments. It should have been fixed at least as 40% for such categories.

It is therefore requested to kindly cause immediate action to amend the recruitment rules accordingly at the earliest.

**28. Revision of PPOs of Pre-2006 Pension cases**

Please refer to the OM No.38/37/08-P&PW(A) dated 13-02-2013 of Ministry of Personnel & PG & Pensions on the above subject. There are many inconsistencies in the Table annexed to the above orders and the same was forwarded by the Directorate to field offices without clear guidelines as issued at the time of earlier Pay Commissions. Comparison between concordance table and pre-revised / existing scales are given in table form for every cadre. It is therefore requested to grant pension by giving corresponding Grade Pay which has been given to those who are in service on or after 01/01/2006, of the Post from which the Pensioner retired. It is requested to cause to issue guidelines.

The below given explanatory note will substantiate the inconsistencies.

It is felt that the pay scales as on 01-01-1986, 01-01-1996 and grade pays of 1-1-2006 as mentioned in the Annexure are applicable to all the Central Govt. Departments in general. But there are different Pay Scales are in vogue for different cadres which are unique to the Postal Department.

From 01-01-1996, different pay scales and different grade pays were adopted in the Department of Posts in respect of Group D / Mailman, TBOP / BCR grades in Group D cadre // Postman cadres (Mail Guard, Mail Overseer, Cash Overseer) / TBOP / BCR grades // Postal Assistant, Sorting Assistant, Sub Post Master Initial Cadre / TBOP / BCR grades // Postmaster HSG-I, HRO HSG-I // ASPOs, ASRMs // SPOs, SRMs // SSPOs, SSRMs, Junior Accountant, Senior Accountant, JAO/AAO, Accounts Officer, Sr.AO, ACAO etc. Comparison between concordance table and pre-revised / existing scales are given below in table form for every cadre.

There are several orders on Group D cadres - sanctioning PB-1 with Grade Pay of Rs.1800/- for those who were in initial scale, PB-1 with Grade Pay of Rs.1900/- for those who got upgradation of TBOP / ACP and PB-1 with Grade Pay of Rs.2000/- for those who got BCR promotion. Giving pension revision for Group D cadres based on Grade Pays of -1S scales.

The following is the comparison between the pay scales given in the Table and the existing pay scales:

#### GROUP D

Pre-revised Scales		As per Revised Scale		Minimum Pension	Minimum FP
As per the Table	1986	1996	2006	Grade	
	750-	2550-	-1S	1300	3500
	940	3200	4440-	1400	3500
	775-	2610-	7440	1600	3500
	1025	3540	-1S	1650	3500
	775-	2610	4440-		
	1150	4000	7440		
	800-	2650-	-1S		
	1150	4000	4440-		
			7440		
			-1S		
			4440-		
			7440		

As per the existing scales in our Department	Pre-revised Scales		As per Revised Scale	Grade	Minimum Pension	Minimum FP
	1986	1996	2006			
	750-940	2550-3200	PB-1 5200-20200	1800	3500	3500
	775-1025	2610-3540	PB-1 5200-20200	1900	3550	3500
	775-1150	2610-4000	PB-1 5200-20200	1900	3765	3500
	800-1150	2650-4000	PB-1 5200-20200	2400	3940	3500
	825-1200	2750-4400	PB-1 5200-20200			
	950-1400	3050-4590	PB-1 5200-20200			
	950-1500					

As per the existing scales in our Department	3050-4590 (Initial Entry)	PB-1 5200-20200	1900	3940	3500
	3200-4900 (TBOP)	PB-1 5200-20200	2000	4230	3500
	4000-6000 (BCR)	PB-1 5200-20200	2400	5120	3500

**POSTAL ASSISTANT / Sorting Assistant / S.P.M.**

As per table

1986	1996	2006	GP	Minimum Pension	Minimum FP
955-1540 975-1660	3200-4900	PB-1 5200-20200	2000	4030	3500

As per Existing Scales

1986	1996	2006	GP	Minimum Pension	Minimum FP
975-1660	4000-6000	PB-1 5200-20200	2400	5120	3500

**POSTMASTER (HSG-I)/Head Record Officer (HSG-I) / ASPOs / ASRMs**

As per table

1986	1996	2006	GP	Minimum Pension	Minimum FP
2000-3200	6500-10500	PB-2 9300-34800	4200	8145	4887

As per Existing Scales

1986	1996	2006	GP	Minimum Pension	Minimum FP
2000-3200	6500-10500	PB-2 9300-34800	4600	8345	5007

**Superintendent of Post Offices/SRMs**

As per table

1986	1996	2006	GP	Minimum Pension	Minimum FP
2375-3500	7450-11000	PB-2 9300-34800	4600	9230	5538

As per Existing Scales

1986	1996	2006	GP	Minimum Pension	Minimum FP
2375-3500	7500-12000	PB-2 9300-34800	4800	9375	5625

Actually, the Pay Scale in 1986 is 2375-3500 and 7500-3500 in 1996 and PB-2 with GP 4800/-. But as per Table 1986 Scale shown as 2500-4000 which is not existing in Postal Department. If the corresponding scale of 2375-3500 (which is correct) is taken for the calculation of revised Pension, it would be a loss to the entire cadre.

**Junior Accounts Officer**

As per table

1986	1996	2006	GP	Minimum Pension	Minimum FP
1640-2900	5500-9000	PB-2 9300-34800	4200	6750	4050

As per Existing Scales

1986	1996	2006	GP	Minimum Pension	Minimum FP
1640-2900	6500-10500	PB-2 9300-34800 (merged with A.A.O. Cadre)	4800	8445	5067

**Assistant Accounts Officer**

As per table

1986	1996	2006	GP	Minimum Pension	Minimum FP
2000-3200	6500-10500 7450-11500	PB-2 9300-34800 PB-2 9300-34800	4200 4600	8145 9230	4887 5538

As per Existing Scales

1986	1996	2006	GP	Minimum Pension	Minimum FP
2000-3200	7450-11500	PB-2 9300-34800	4800	9330	5598

**Accounts Officer**

As per table

1986	1996	2006	GP	Minimum Pension	Minimum FP
2375-3500	7450-11500 7500-12000	PB-2 9300-34800 PB-2 9300-34800	4600 4800	9230 9375	5538 5265

As per Existing Scales

1986	1996	2006	GP	Minimum Pension	Minimum FP
2375-3500	7500-12000	PB-2 9300-34800	5400	9675	5805

---

---

## **29. Eligibility for drawl of Increment on 1st July of every year**

There is a peculiar situation after implementation of VI CPC in drawing Annual Increment for those who get promotion on 1st of July every year.

### **1. Up-gradation under MACP and Regular Promotion thereafter:**

As per Para 4 of MACP Rules, at the time of regular promotion, if it happens to be a post carrying Higher Grade Pay than what is available under MACPs, No Pay Fixation would be available. And Only Difference of Grade Pay would be available.

When such regular promotion happens to be between 2nd Jan and 30th June, which results in Drawl of New Grade Pay for less than SIX MONTHS. It is noticed that some DDOs are drawing Annual Increment on 1st July taking into account the Pay and Old Grade Pay being drawn before such Promotion, though there is no specific rule that the NEW GRADE PAY shall be drawn for at least SIX Months for allowing Increment.

### **2. Ad-hoc promotion and officiating for more than 11 months on 1st July in broken spells.**

The officials in such cases should have got Annual Increment on 1st July, in the officiating post, if they have more than SIX months' service in the SAME PAY + GRADE PAY.

In the Pre-revised scales there was a provision to allow Annual Increment after completing a period of 12 months in broken officiating spells and drew Pay in the same stage. Now, It should be allowed for a period of 6 months (including broken spells) as on 1st of every July.

## **30. Acute shortage of MTS staff in RMS in all circles and Non arrangement of Substitutes and keeping the GDS MM and Temporary Casual labourers posts in RMS wing unfilled**

The work load of the MTS staff in particular has increased manifold due to heavy shortage of MTS Group `C` in all circles, whereas due Retirement/Death number which is more than 50% sanctioned posts, and if a sufficient number of GDS and Temporary Casual Labourer are not available In RMS unit the existing staff are suffering very much and forced to perform OT duties every day. Further as there are no substitutes arrangement in place of MTS in all Circles, the vacant posts are left unfilled since long time. Alternative arrangement of engaging coolies/outsidere on a temporary basis may please be considered. In some Circles the casual mazdoors engaged in MTS vacancies in RMS are actually being utilised to Sort mail (SA Duties) instead of in MTS duties. Their remuneration is also calculated on the basis of MTS pay scale, thereby the shortage in Sorting Asst is being managed at the cost of MTS. This is resulting in heavy additional workload on the MTS who are present in the sets.

## **31. Creation of MTS Posts to the tune of vacant GDS MM and Temporary Status Casual Labourer Posts in RMS**

Consequent upon the issue of Directorate Orders for keeping the GDS MM and Temporary Status Casual Labourer posts in RMS wing unfilled, the work load of the MTS staff in particular has increased manifold. The Circle, Regional and Divisional Administration have taken advantage of the said orders to keep the vacancies of all such GDS MM and Temporary Status Casual Labourer unfilled. They have not taken any effort to assess the actual work hours to be performed by those vacant GDS posts to create necessary Multitasking Staff posts.

---

---

It is requested to kindly issue suitable instructions to all concerned to immediately assess the total hours of work pertaining to the vacant GDS MM and Temporary Status Casual Labourer posts in RMS and take measures to create appropriate posts of Multitasking Staff in order to mitigate the problems of staff and the RMS services.

**32. Request for filling up of 25% vacancies of Mail Guard posts by promotion by selection cum seniority of Multitasking staff**

The posts of Mail Guard under 25% by promotion by selection cum seniority of Multitasking staff, have not been filled up in RMS, in many Circles despite clear instructions were issued by the Directorate. The eligible officials were denied of their promotion in the vacant selections under the scheme of 25% by promotion by selection cum seniority of multi tasking staff.

Unfortunately, the new recruitment rules issued for filling up of 25% by promotion by selection cum seniority of multi tasking staff for the years 2009 2010.2011& 2012 was not observed in many Circles through clear guidelines are issued.

It is requested to cause suitable instructions in this regard and also to fill all the MG Vacancies in accordance with the instructions contained in Directorate memo No 44-2/2011-SPB-I dated 27.01.2011. and No. 45-2/2011-SPB-I dated 18.10.2012.

**33. Non -Supply of Uniform, Chappals etc. to Ladies and Gents**

It has been brought to the notice of this union that uniform cloth both polyster and woollen, shoes, chappals etc have not been supplied to eligible RMS staff in Uttar Pradesh ,Tamilnadu, Maharashtra, Bihar, Chattisgarh, Andhra Pradesh, Karnataka, Punjab etc. Kindly ensure supply of the all items of uniform etc. to the eligible staff .

**34. Supply of Government Orders from all sections to Recognised service unions.**

In spite of repeated instructions, the staff unions are not receiving the orders of the Directotrate then and there and we could aware of such orders from the unit levels in many occasions. This is deplorable.

It is therefore requested to arrange some mechanism to prompt despatch of all circulars to the service associations.

**35. Construction of Postal Staff quarters in Madurai**

Madurai City is the second biggest city in Tamilnadu State. The postal quarters built was converted as Postal Training Centre during 1985.As on date there is no postal quarters in the city. However Postal Dept. has acquired plots from Tamilnadu Housing Board at Ellisnagar (Madurai) scheme and proposal for constructions of staff quarters have been submitted during 1990s. Due to delay in approval of the proposal the site remains vacant for decades. Immediate approval as well as the allotment of funds is requested for the commencement of construction of Postal Staff Quarters at Madurai.

**36. Extension of Medical facilities for the treatment of employees and their families**

The following Hospitals like as (1) Wochart Kidney Centre, Kolkata, (2) Kothary Medical Research Centre, Kolkata, (3) A.M.R.I. Salt Lake, Kolkata, (4) Apollo Gleneagles Hospital,



---

Kolkata, (5) Anandaloke, Siliguri and (6) Paramount Hospital, Siliguri may be recognized as approved medical Clinic.

**37. Extension of Medical facilities at P&T Dispensaries- Jalpaiguri & Siliguri.**

Due to shortage of Medical Practitioner the Staff/ Employees are suffering badly. The employees are forced to take Medical facilities from the outside of the Dispensary. So some private Hospital may be authorized to allow for treatment for the Postal Employees and their families.

**38. Recognition of Private Hospitals as referral hospitals in Assam and NE Circle**

Unlike in other circles where a good number of private hospitals are recognized as referral hospitals, only one private hospital, downtown hospital in Guwahati is a referral hospital for the postal employees in Assam and NE Circle. Earlier the International Hospital and the Sankardev Netralaya in Guwahati were also recognized, but agreement lasted only for a small period. Chatribari Christian Hospital in Guwahati and Nazareth Hospital in Shillong have since been discontinued. Government hospitals in Assam and NE Circles are not up to the mark and cannot extend proper treatment as per present need. On the other hand many sophisticated hospitals have come up in the cities and our employees are subject to financial hardship for taking treatment in these hospitals in absence departmental support. For super Speciality facilities, most of the patients are to be taken outside the NE Region by spending lakhs of rupees either from hard earned savings of the employees or from personal loans taken from others by endangering the future of the families concerned.

Under these circumstances, well equipped private hospitals in select cities like Guwahati (at least five in numbers), Shillong, Dibrugarh, Tinsukia, Jorhat, Nagaon, Tezpur, North Lakhimpur, New Bongaigan, Silchar, Agartala, Dimapur, Kohima, Imphal, Itanagar and Tura are to be recognized as referral hospitals for diagnostic, general treatment purpose and super special purpose.

**47. Non-implementation of the decision taken in postmen related issue committee constituted under the chairmanship of CGM, PLI to consider the issues related to postman.**

**(a) Extraction of data entry work from Postman-** There was in principle agreement of the staff side that the postmen had no objection in performing the data entry work provided suitable time factor in this element of work was allowed in their overall workload. The Committee noted that Meghdoot LAN norms for postmen Module have already been circulated by the Department on 28.07.2009 for implementation in all computerized HPOs. It was accordingly decided that the factor given for various activities, it was further decided that the Directorate will consider issuing instructions to all the Circles in this regard by 30th April 2012.

**(b) Scheme of payment of Incentive to Postmen:** Incentive to Postmen staff for delivery of Speed Post articles is badly delayed. The Committee was informed that the CGM, Business Development and Marketing Directorate (BD & MD) has already been requested to issue suitable instructions to all the Circles to the effect that all payments of speed post delivery incentive bills pertaining to Postmen may be cleared by 31st March 2012. There is no improvement and the backlog is still pending. Target date fixed by 31st March 2012 for clearance of all bills has since been over by one year. This needs to be specially looked into by issuing strict order by fixing another target date. It is presumed that incentive bills are not prepared by the dealing assistants, In some cases the delay in payment is intentionally done on the pretext for non receipt of funds.

---

---

Moreover there is no provision for separate budget since the incentive is paid by the customer. To overcome this situation, it is suggested to make regular payment of the bills by the postmaster of delivery PO by evolving improvement in Speed Post module. This need to be done at the earliest

**(c) Scientific Measurement of beats:** On the basis of our past experience there is no scientific measurement of beats anywhere in India. Only formalities and guess work is done while sitting on the table and the postmen staff has to bear the brunt. It was decided that Scientific measurement of scientific devices, like foot meter and cyclometer will be used to measure the exact area of the beat traversed by a postman during his duty hour in the interest of rationalization of beat avoiding unduly long distance. Whether instructions/orders for scientific review of postmen beats have been issued to the circles

**(d) Combination of beats:** It was decided in the meeting that combination of beats in the post offices having the 4+ strength of postmen should be removed. After detailed discussion it was decided that the Directorate will consider the issue of instructions to all the Circles to the effect that combination of beats should be resorted to only by exception as it adversely impacts the delivery efficiency.

**(e) Delivery of Heavy parcels and EPP articles:** It was pointed out by the staff side that Postman face difficulty in delivery of registered parcels weighing more than 5 Kgs each and EPP articles of which the maximum weight of 35Kgms, per articles has been fixed. It was highlighted that either some reasonable rate and mode of conveyance for delivery EPP articles should be fixed or the rates of coolie charges fixed in the past should be revised for efficient delivery of registered parcel. It was decided that the Directorate will consider reiterating the instructions on coolie charges to all the Circles so that the delivery of heavy parcels is not adversely affected. Whether coolie charges pertaining to heavy parcels have been enhanced due to high prices. As regards EPP parcels, whether the mode of conveyance with rate of each mode have been decided by the Directorate.

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

**(g) Creating of justified additional posts:** In this connection while implementing the system for delivery work and allowing postmen to write correct remarks for non-delivery The staff side drew attention to item No 25 minutes of the last JCM meeting issued on 1.3.2012 wherein it is mentioned that the issue is under examination by the Postman Committee being chaired by CGM (PLI). After discussion, the view emerged that this item is not part of the Committee's mandate and the issue pertains to creation/ re-deployment of Posts which is basically a policy issue. However, the staff side mentioned that Postmen were not able to write correct remarks for non delivery of an article due to heavy work in the project Arrow Offices, it was therefore decided that the experience gathered after implementation of the project Arrow in various Post Offices could be examined. Result of examination has not been communicated so far in this regard.

---

---

#### **48. Provisioning the facility of Mobile telephone to Mail Overseer/Cash Overseer**

The mobile phone will prove helpful to connect the authorities like Postmaster/SSPOs when there is any requirement of excess cash or any imminent danger to cash/Mail on the way. There will be easy access to SDI, ASP and SP and can easily meet the requirement related to cash movement. Mail overseer while inspecting any BO can clear some doubts coming to the mind of mail overseer.

#### **49. Door to Door Scientific Measurement of Beats:-**

At present the door to door beat measurement system adopted by the department is not only unsatisfactory but also incorrect one as neither scientific device like foot meter nor cyclometer is used to assess the actual length of the beat. The measurement of beats is generally done while sitting on the table by guess work only.. Moreover the workload of mail delivery and a number of houses to be visited during duty of eight hours has nowhere been laid down causing extreme harassment to postmen staff. It is demanded that the number of houses to be visited and number of articles to be delivered should be laid down in the interest of delivering efficiency and rationalization of the workload of postmen staff as well.

#### **50. Supply of better quality of uniforms**

This is the important item and generally it is overlooked/neglected. Further it is mentioned that no timely supply anywhere in the Country was made resulting the uniformed staff remains without uniform and they are bound to purchase the cloth from their own pockets for which no reimbursement is made. Now it should be made clear that whenever there is any delay for supply of uniform for uniform staff should be allowed to purchase the cloth as per fixed amount and the same should be reimbursed in the interest of staff. Similar action in respect of other kit items should be made available

**(a) Provision of cash payment in lieu of non supply of uniform and kit items:** Whenever uniform and other kit items are not supplied to the eligible staff whatever the reasons may be. In such circumstances a cash equivalent to the price of each item should be paid.

**51. Supply of Kit Book:** Union demand that every uniformed employee should be supplied Kit Book at the time of appointment. This system would make transparency to maintain a regular supply of Uniform and kit items. At present individual is not provided with kit book and all the records of supply of uniform/kit items are maintained by the post office resulting individual does not know when the next supply of each item would become. It lacks transparency. As such kit cards should be given individually as his personal kit book to maintain transparency.

#### **52. Revision of Syllabus for Departmental Exams:**

As the only avenue open to the cadre of Postman / MTS for higher promotion is that Postal Assistants through competitive examinations. The Department opted for revision of syllabus and pattern of examinations and the Staff Side to agree to it. It was told to us that the revision of syllabus and pattern of examinations would go a long way to help more candidates get through the examination to avoid many vacancies go unfilled after every examination. It took a long time for finalizing the syllabus and new method of examination introduced for LGO exam. However it is found that contrary to what was told by the Department the examinations of LGOs as well as the examinations from GDS to Postman and MTS have become so tough that it has become extremely difficult to answer many questions. This has led to a situation wherein the candidates

---

could not get through these examinations and a large number of vacancies remain unfilled after the examinations.

### **53. Cadre Restructuring of Postman and MTS**

The item is long pending and to be discussed and decided. The first and foremost issue on which a bias against the Postman is clearly visible is that of cadre restructuring for this cadre. The Department though conceded to form a Cadre Restructuring Committee during the strike negotiations with the Postal Joint Council of Action had issued orders omitting the cadre of the Postman and MTS from the ambit of cadre restructuring. This shows the mind-set of the Department on the important issue of cadre restructuring of Postman and MTS cadre. The stand of the Postal Directorate was against the direction of the Official Side in the National Anomaly Committee that every department shall go into the issue of cadre restructuring for boosting the promotional avenues of employees rather than depending too much on the MACP Scheme for that purpose. It is a known fact that the cadre of Postman and MTS have no in-situ promotion in their cadre except the promotion to the cadre of Postal Assistant through a competitive examination. Every other cadre other than the cadres of Postman and MTS have their own hierarchical promotions in their own cadre and this discrimination cannot be ended without a proper cadre restructuring in place for the Postman and MTS cadre. Even the flimsy promotion for the cadre of Postman earlier to the introduction of TBOP/BCR like Head Postman, Sorting Postman etc have disappeared from the scene and as on date no promotion in the cadre is available to both these cadres. Unfortunately the Department of Posts not only in a position to appreciate our contention as well as the proposal for cadre restructuring based on a percentage basis as available to all cadres in the Department of Railways but not inclined to consider any cadre restructuring proposal to these cadres. The absence of any promotion to them in their own cadre leaves them totally frustrated and takes away any incentive to perform better to the services. This has to be properly appreciated and attended to by the Postal Directorate in the absence of Cadre Restructuring Committee failed to find out any alternate proposals to our proposal based on percentage.

### **54. Rationalizing the Postman Beats scientifically**

The matter relating to the issue has been reported many times to DG (Posts) to look into the issue for rationalization, but nothing positive has been done so far. Special attention is requested to clinch the issue by rationalization of beats at the earliest.

**55. Creation Posts of Postmen against newly constructed Cities /Area:** Instances of the creation new Raipur city (capital of Chhattisgarh) have come to notice wherein the construction of buildings has started and mails started pouring for the staff working huge construction. Accordingly expansion of many cities like Gurgaon and Faridabad etc is also going on all sides resulting excess work for delivery. It would be appreciated if necessary sanction of postmen staff according to construction/expansion is taken before hand avoiding delivery complication in the future.

### **56. Grant of PA Promotion on seniority to Plus 2 qualified Postman and MTS**

There are many postmen employees having qualification Plus 2 should be made eligible for promotion to PA for provisioning some percentage for this cadre on the basis of seniority -cum-fitness.

---

---

**57. Review of Postman norms by setting up a work study unit:**

Since 1986 onwards there has been a sea change in traffic, the number of houses being built in four storied building on the demolishing of old houses generally in all Metros and small cities resulted in multiplying four times population. Such type of situation prevailing at present has also resulted in the huge volume of mail to be delivered by postmen. However, the matter related to postmen issues on different subjects was taken up time to time with the department of posts, but no positive result has been achieved.. In order to resolve the workload of postmen, it would be pertinent to set up work study unit including one member from staff side to look into whether the all issues relating to postmen work/job so that the actual assessment of work could be ascertained for proper justification of work . In the whole process of Work Study, it is to be seen how much time is left with the postmen staff for delivery as he has to spend at least two hours before commencing his journey for beat delivery.

**58. Cycle Maintenance Allowance to MTS:** The Cycle Maintenance Allowance is paid to all Postman staff without any conditions whereas the MTS Staff who are engaged in letter box clearing etc like out of office work are excluded from the ambit of CMA. This is unjustified. The MTS Staff also is to be paid CMA without any conditions as like Postman staff. Our Union urges upon you to issue necessary orders to pay CMA to all MTS without any conditions

**59. Grant of OTA to Postmen staff:** Whenever excess work is done by postmen staff: It is seen that the grant of OTA/compensation is not granted to them whenever they return late due to excess work. They should be considered for grant of OTA for excess work performed by them like PAs working in the Post offices

**60. Grant of Special Allowance/Increment:** The posts of Mail Overseer, Cash Overseer, Sorting Postman and Head Postman were treated in the past as promotional posts and were paid some allowance against each post. Now nothing is paid to them but they are given higher responsibilities to perform the said posts. In this connection it is mentioned that they should be allowed to perform postman duty and not to be deployed on such posts, if no special increment/allowance is granted to them.

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

**62. Grant of cash handling allowance to cash overseers and mail overseers**

As regards cash handling allowance, it is intimated that handling of cash is also done by Cash Overseers and Mail Overseers like other employees handling cash in the department In this connection it is stated that staff handling cash other than Mail Overseers and Cash Overseers are granted cash handling allowance. But the staff of mail overseer and cash overseers is deprived of the allowance. They also carry extra risk and responsibilities while performing their duties. In this regard. It would not be out of question to mention that deprived staff should also be considered likewise other staff in the department.

---

---

## **66. Norms for delivery staff**

All Delivery POs, all the Beats of Postmen in the PO's may be calibrated at equidistant. One postman for the work of 450 minutes be allotted Orders may be issued on the subject. One hour allotted for advance preparation of the work in computerisation should be included in the data calculation in the revision cases.

(i) Unaccountable Postal articles may be ordered to be delivered to watchman (Security) of the flats/Society or at the Society Office, due to heavy shortage of field staff.

(ii) Undelivered accountable article returned with remarks 'time barred' delivery should be permitted and no action be taken for such remarks. 'Time barred' for delivery may be approved as prescribe remark for return.

## **68. Definition of Congested area**

Definition of the congested area of 2500 per square miles need to be reexamined due to the growing population in the square area in the land is increasing very fast, in urban areas a small portion of land can be considered as congested area. Consequently, appropriate strength of delivery staff will come up for consideration.

## **69. Maintenance of P&T Colony, Sahar, Mumbai**

Close and kind attention to be given to the pitiable plight of the residence of Sahar, P&T Colony, Sahar, Mumbai-400099. The residence in this colony is anxiously awaiting for years together to mitigate their predicament which is not fully cared for by the local civil wing, urgent action needed. During the year 2011-2012 Maharashtra Circle has surrendered funds of Rs. One crore to DG Office, the fund was surrendered due to shortage of civil employees/officials. So please release this fund amount of Rs. 1 crore for the completion of the pending work.

## **70. Provision of issue of VIP card for Railway reservation to JCM Departmental Council Members for attending Departmental Council Meeting.**

All Departmental Council Members are not in Foreign Service and not residing in Delhi. They are getting difficulties for Railway Reservation. We request that all Departmental Council Members may please be provided with VIP Card for Railway Reservation and they should be provided VIP Quota Railway Reservation as deemed fit.

## **71. Heavy delay in the disposal of Rule 9 cases**

So many retired officials proceeded with Rule 9 of CCS pension rules are not disposed of despite years of time are passing. Failing of Timely disposal is a matter of concern as the affected parties are waiting for very long periods for justice. Some filthy and revenging nature of the charges at the fag end of service were floated and the charged officials are in endless waiting for getting their pension benefits. To facilitate early justice to innocents, speedy and timely disposal of all Rule 9 cases is much needed of the hour.

## **74. Anomaly in grant of one increment to the MTS stagnated and their DNI falls in between 01.01.2006 to 30.06.2006.**

After the implementation of Sixth CPC, the MTS whose pay become stagnated prior to 01.01.2006 were granted one increment in the new pay band on 01.01.2006. Whereas, for the MTS whose

---

---

next DNI falls between 01.01.2006 to 31.06.2006 but stagnated as on 01.01.2006 have not been granted one increment while implementing the orders No. 4-4/2008-PCC dated 20.03.2012 due to non specification of the same in the communication.

It is therefore requested to accord appropriate clarifications in his regard.

**75. Non grant of MACP promotions to the Drivers promoted from Group 'D' cadre**

As per the DOPT clarification vide No. 35011/03/2008-Estt (O) dated 30.10.2010 the earlier service of Driver promoted from Group 'D' cadre on qualifying examination for promotion in T. S. Driver, would not be counted as promotion for MACPs and the regular service as T S Driver will be taken afresh.

The placement of staff car Driver is not in the hierarchy of the Promotion of Group 'D' employees as per the DOPT Model RR and the Group 'D' services should not be taken for MACP. The regular service for the MACP for staff car Drivers would be from the date of appointment as staff car drivers. This has not been implemented in postal For example in West Bengal Circle, the case has not been decided in the case of Sri. Md. Rehamatullah, Driver, Inspection Vehicle, North Hooghly division.

Suitable clarification may please be issued to all concerned.

**81. Recovery of CGHS subscription from the date of issue of card instead of Date of joining.**

At present, the CGHS subscriptions are being recovered from the date of joining. However, treatment is allowed only after the issue of card. It is therefore requested that the subscription may be recovered from the officials from the date of issue of CGHS card and not from the date of joining.

**82. Enhancement of special casual leave for union meetings.**

At present, 20 days have been allowed for the grant of special casual leave to the officials for attending union meetings, circle conference, seminars etc. This is insufficient. Further in some circles, the days in which the union secretaries attending the Monthly Meetings/Bi-monthly Meetings are also construed as special casual leave instead of duty period as the formal meetings with administration will not cover up with other union meetings.

It is therefore requested to clarify the same and also to enhance the number of special casual leave to attend union Meetings/Seminars.

**83. Provision of LTC facilities by air to NE/Assam employees.**

There is a strong grievance that the LTC facilities by air up to some specific stations atleast have not been provided to the officials working in NE/Assam.

It is requested to take up the same with the nodal Ministry for orders.

**84. Counting of training period for postmen service.**

The DOPT issued instructions to count the training period of qualifying service to the directed recruited officials and it is in vogue. Whereas the same has not been extended so far to the GDS who have appointed as Postmen/Group 'D' on direct recruitment for duly counting their training period as qualifying service for all purposes.

---

---

It is therefore requested to kindly cause orders to construe the training period of Postmen/MTS shall be taken as the qualifying for all purposes.

**85. Discrimination in service for appearing LGO exam between Postmen & MTS**

As per the existing rules, the minimum qualifying service prescribed for appearing LGO exams for Postmen and Group D is three and five years respectively and there is a clear discrimination between the equal Group 'C' for appearing the same LGO exam. As both the posts of MTS & Postmen are in union Group 'C', this discrimination is incorrect.

It is therefore requested to reduce the five years period to MTS as three years.

**86. Engagement of Qualified GDS in vacant Posts of PA/SAS**

The shortage of staff in Postal Assistant/Sorting Assistant is very acute due to non filling of vacant posts, prolonged officiating in LSG, HSG II & HSG I Posts, diversion of Posts to ME & System oriented works, deputation to circle office etc. The officials are forced to look after two or three PAs works daily which causes erosion in efficiency and criticism from customers. In order to overcome the present shortage, it is requested to kindly cause orders to engage well qualified GDS available in the department on daily rated basis as if engaged in Postmen/Group 'D' short term vacancies.

**87. Non filling up of canteen staff**

Eventhough, the DOPT vide its OM No. 15/2/2010-Dir (c) dated 13.10.2010 & 27.06.2011 directed to fill up all the vacant canteen staff, the process has not been commenced in the Departmental canteens functioning in the Department of Posts.

It is therefore requested to cause appropriate orders to fill up all the vacant post in a time frame.

**93. Impact of downgradation of ED SOs in to ED BOs - request to provide manpower.**

After the down gradation of EDSOs and converted them as BOs, the following works were added to the class II and class III offices.

(i) Issue and payment of money orders, supervision of delivery works, closing and opening of a mail bag, account bag and cash bag.

(ii) Work related to MPKBY agents attached to EDSOs are translated to account office as MPKBY agents cannot be attached to EDBOs.

(iii) Pass books of all new accounts opened in EDBOs has to be issued by account office apart from the incorporation of SB/RD/TD deposit and withdrawals in ED BOs.

All the works mentioned above are being managed single/double handedly besides the work of their own.

It is therefore requested to provide adequate manpower either redeployment or by means of compensation etc. to the single/double handed offices.



---

---

**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**  
(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/Items for Departmental Council/1/2013

Date : 16-05-2013

To,

The Secretary,  
Shri Giriraj Singh,  
National Joint Council Member,  
New Delhi

**Subject : Items for Postal Departmental Council, JCM - reg.**

Respected Sir,

The undersigned proposes the following items for issuing **Postal Departmental Council JCM - reg.**

**Item NU P-IV/DC/1/2013** : Immediate commencement of action regarding modification of Departments **Order No. 31-38-79 PE-1 dated 25-5-1979.**

**Item NU P-IV/DC/2/2013** : Filling up residual vacant posts of Postman MTS etc. convening of a **special examination** for the said purpose. The question papers be **framed by a promottee officers relating to practical working in the POs.**

**Item NU P-IV/DC/3/2013** : All Delivery POs, all the Beats of Postmen in the PO's may be **calibrated at equidistant. One postman for the work of 450 minutes** be allotted Orders may be issued on the subject. **One hours allotted for advance preparation of the work in computerisation** should be included in the data calculation in the revision cases.

- (i) Unaccountable Postal articles may be Order to be **delivered to watchman (Security) of the Society, Society Office,** due to heavy shortage of field staff.

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**  
(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/Items for Departmental Council/1/2013

Date : 16-05-2013

- 2 -

- (ii) Undelivered accountable **article returned** with remarks **‘time barred’ delivery should be permitted and no action be taken for such remarks. ‘Time barred’** for delivery may be approved as prescribe remark for return.

**Item NU P-IV/DC/4/2013** : Payment of **Uniform & Kit items** in cash to the all eligible postal employees. **Uniforms and kit items** are not supplied by the nominated suppliers in time, also the quality of the supply made is of inferior quality, so the equivalent cash for kit items (**Umbrellas and chappals etc.**) be paid by cash to the field workers.

- (i) No supply of Uniform is made for the **last six years**. Surprisingly **in Bihar Circle the MTS are excluded from supply of Uniforms**.
- (ii) Purchase of **JD bags** - Powers may be given to the **Heads of Division/Regions**. To get security of the Postal Items **strong quality of JD bags** are must. Therefore the powers of purchase/supply may be decentralised to Divisional/Regional Level.

**Item NU P-IV/DC/5/2013** : During the **years 2005 to 2008** the abolition of MTS/Postman posts, **post in skeleton form** should be revived and deployed in the needy PO. Orders may also be issued by considering the net work hours by the field staff as **450 minutes plus 60 minutes** for feeding the **data in the computer**. Fresh revision cases may be calculated on the basis of net working **hours of 450 minutes** for the field postman after application of this base for determining the postman staff any **surplus strength found in the Postman staff** may be **adjusted by redeployment** in the Post Offices preferably in the adjacent **Divisions. Justified posts in Postman** and MTS cadre may be filled up by redeployment to the cent-per-cent quantity.

**Item NU P-IV/DC/6/2013** : Definition of congested area of **2500 per square miles** need to be re-examined due to growing **population in the square area** in the land is increase very fast,

---

---

**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

**(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/Items for Departmental Council/1/2013

Date : 16-05-2013

- 3 -

in urban areas a small portion of land can be considered as congested area. Consequently, appropriate strength of delivery staff will come up for consideration.

**Item NU P-IV/DC/7/2013** : Close and kind attention to be given to the pitiable plight of the residence of Sahar, **P&T Colony, Sahar, Mumbai-400099**. The residence in this colony are anxiously awaiting for years together to mitigate their redicament which is not fully cared for by the local civil wing, urgent action needed. During the year **2011-2012** Maharashtra Circle has **surrendered funds of Rs. One crore to DG Office**, the fund was surrendered due to shortage of civil employees/officials. So please **release this fund amount of Rs. 1 crore for the completion of the pending work.**

**Item NU P-IV/DC/8/2013** : Consideration may also be given to **provide mediclaim policy** to the employees of Postal Department in lieu of CGHS and AMA facility.

**Item NU P-IV/DC/9/2013** : Harassment by the **RPF Staff (Railway Police Force)** to the Postal Staff working at Railway Booking Counter allotted to specific post offices with fake and fabricated allegation. It is noticed that some vested **interest in the RPF staff** (Railway Police Force) is trying to overpower specific post offices with intention of completion of their **quota** of filing cases. This attitude of **RPF need** to be checked and protection given to the Postal staff during the work of **Railway Booking Counter.**

**Item NU P-IV/DC/10/2013** : **Grant of education allowance** to the siblings of (son/daughter) is being paid up to 12th (HSC) Standard which may be extended upto Graduation (**XVth Standard**). In the modern era there has been alround progress in the education and unless anybody is not qualified upto graduation level finding suitable employment has become most difficult problems. So, the eligibility CEA may be extended upto graduation (**XVth level**).

---

---

**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**  
(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/Items for Departmental Council/1/2013

Date : 16-05-2013

- 4 -

**Item NU P-IV/DC/11/2013** : Keeping 10 to 20% reservation quota for work of the Postal Employees in the (Outside) Direct Recruitment of PA/SA cadre. As the **employment market** has been narrowed down the siblings of Postal Employees is finding difficult to get suitable employment. Consideration may be given to reserve **10% to 20% quota** in direct recruitment in the POs to the qualified siblings of the Postal employees (working/retired).

**Item NU P-IV/DC/12/2013** : Orders instructions may be issued to **convenyance MACP, DPC** strictly at the prescribed intervals. After completion of assessment by the **DPC the final decision** taken by the approving Authority may be communicated from **CO to RO and RO to DO** in quick time without necessary and petty queries. In case, if it is found the queries raised were unnecessary in the case, necessary action may be taken **against the delaying officer.**

Thanking you,

Yours Sincerely

Sd/-

CC for information and necessary action

(T.N. RAHATE)

1. Secretary (P), Department of Posts,

General Secretary and

Dak Bhawan, Sansad Marg,

Member of Postal Departmental Council

New Delhi-110001

2. Secretary General, FNPO

Sd/-

(T.N. RAHATE)

General Secretary and

Member of Postal Departmental Council

---

---

**NATIONAL COUNCIL JCM ON PENSIONARY MATTERS  
MINUTES OF MEETING HELD ON 28.05.2013  
WITH THE REPRESENTATIVES OF STAFF SIDE**

F. No. 42/7/2013-P&PW(G)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Pension & Pensioners' Welfare  
3rd Floor, Lok Nayak Bhavan,  
Khan Market, New Delhi - 110003

Dated : 12th June, 2013

**OFFICE MEMORANDUM**

**Subject :** Minutes of the meeting held on 28.5.2013 with the representatives of Staff Side, National Council JCM on pensionary matters.

The undersigned is directed to enclose herewith a copy of minutes of the meeting held on 28.5.2013 with the representatives of the Staff Side, National Council JCM on pensionary matters under the chairmanship of Secretary (Pension, AR&PG) in Room No. 310, Lok Nayak B Khan Market, New Delhi for information/ necessary action,

Enclosure: As above.

Sd/-  
(Sujasha Choudhury)  
Dy. Secretary (P)

**DEPARTMENT OF PENSION AND PENSIONERS' WELFARE**

**MINUTES OF THE MEETING WITH THE REPRESENTATIVES OF  
STAFF SIDE, NATIONAL COUNCIL JCM ON PENSIONARY MATTERS  
UNDER THE CHAIRMANSHIP OF SECRETARY (PENSION, AR&PG)  
ON 28.5.2013 AT LOK NAYAK BHAWAN, NEW DELHI**

Secretary (Pension, AR&PG) chaired a meeting with the representatives of Staff Side, National Council JCM on 28.5.2013 to discuss various issues relating to pension and other retirement benefits. The list of participants is at Annexure-I. Secretary (Pension, AR&PG) welcomed the participants and appreciated the contributions of the pensioners in the overall development of their respective organisation.

2. The meeting started with a discussion on the Action Taken Report on the minutes of the meeting held on 6.11.2012 as per details given below:

---

(i) Ex-gratia payment to SRPF/CPF beneficiaries who retired other than on superannuation, i.e. voluntary retirement and medical invalidation cases.

Department of Expenditure has given clearance for deletion of clause 'c' of para 2 of OM dated 22.3.2004 which prohibits grant of ex-gratia payment to those retired from service other than superannuation. With this, CPF beneficiary who have retired voluntarily and on medical grounds after 20 years of service will also be granted ex-gratia. It was decided that this agenda item will be closed after issue of a revised OM by the DOP&PW. Ministry of Railways will also issue similar orders.

**Action DOP&PW and Ministry of Railways**

(ii) Raising quantum of ex-gratia to CPF retirees on the lines of SRPF

The latest status of the case was intimated to the JCM. After the issue of orders by this Department, consequent to the decision of Cabinet the item may be dropped.

**Action : DOP&PW**

(iii) Abnormal delay in the issue of revised PPO to Pre - 2006 retirees, pensioners / family pensioners.

(i) It was intimated that the Department had taken the following initiatives like (a) allowing change in date of birth of spouse, (b) use of certain documents as proof of date of birth of spouse, (c) inclusion of present postal address and mobile and telephone number in the life certificate (d) use of e-scroll for extracting information from banks' database. (e) revision of PPOs even in cases where date of birth/age of spouse is not given in the PPO or this information is not available in the office records for speedy revision of PPOs.

(ii) As a result, the number of pending revision cases for civil pensioners has come down from 2,54,467 in August, 2012 to 74,000 as on April, 2013 as per information given by the CPAO on the basis of e-scrolls.

(iii) However, amendment in calculation of revised pension, vide OM dated 28.1.13, has necessitated issue of revised authority in all cases, as indicated in OM dated 13.2.13.

Secretary (Pension, AR&PG) stated that record/information of many pensioners are not available with the Departments, which is hampering further progress and the Pensioners Associations should come forward to help the departments in reaching out to the pensioners/family pensioners. He further stated that Secretaries of various Departments have been requested to review the issue of revision of PPO in the fortnightly/monthly meetings.

Railways stated that in case of pre 2006 pensioners advertisement has been issued. Matter was taken up with RBI to issue notification to all banks Out of 10.89 lakh such cases, 5.46 have been issued revised P.P.Os. Meetings are generally held at various levels. 30th September, 2013 has been set as the target date for disposal of these cases. The progress is being reviewed every month. It has also been decided to take up the revision of PPOs suo-moto rather than waiting for an application from the pensioner. The said letter is under issue. Secretary (Pension, AR&PG) desired that the same may be issued by 15th June, 2013. Secretary, Pension desired that necessary changes in systems may be made if that would facilitate the pension sanction and payment processes in the Railways. The present pension authorisation is decentralised in the Railways, Secretary, Pension also stated that he will write to the Chairman, Railway Board in this matter.

CGDA, Ministry of Defence intimated that they hope to complete the exercise by 30th September, 2013.

**Action : CPAO, Ministry of Railways,**

---

---

## Ministry of Defence & DOP&PW

(iv) Fixation of Revised Pension (1/3 of commuted portion of Pension) in respect of Government servant who had drawn lump sum payment on absorption - revision by multiplying pre revised pension by a factor of 2.26

CAT, Hyderabad Bench, vide its order dated 22.4.2013, has directed, to pass an order for revision of pension of absorbee pensioner's. The Staff Side was informed that the matter was under examination in consultation with Department of Expenditure.

(v) Commutation of Pension(a) Revision of old/ new commutation table and

(b) Restoration of commutation period to be reduced from 15 to 12 years.

It was explained that the matter of revision of old/new commutation table was discussed with Department of Expenditure.

It was observed that this issue should be considered by the next pay commission.

JCM intimated that by the new commutation table, the restoration of the commuted portion is completed by 11 years because interest rate is at 8% unlike the old table wherein the restoration period was after 15 years because interest rate was taken at 4.75%. Department of Expenditure stated that issue for this old/new commutation table can be studied only by a specialised body and hence could be looked into by the IRDA. However, these are larger issues for which a holistic view needs to be taken by a body like the Pay Commission. However, the matter may be referred to Department of Expenditure.

(vi) Family pension to divorced/Widowed/ Unmarried daughter of a Government Servant.- Difficulty faced by them in getting family pensions sanctioned.- Life Time Arrear.

JCM did not raise any specific point in this regard. In fact, it was mentioned by the JCM members that the legal view on the issue of nomination of life time arrear of family pension is that since he/she has not earned the family pension he/she also cannot have the right to nominate. As such, the matter may be dropped.

(vii) Payment of arrear pension/family pension on account of revision of pension family pension with effect from 1.1.2006- Specific of bank in Chandrapur.

It was informed that the matter was taken up with CPPC, Mumbai (SBI), who informed that the payment to pensioners is being made and there is no such case where pension has not been revised as per 6th CPC. Hence the matter may be dropped.

(viii) Payment of Pension to the spouse of pensioners through S.B. account opened jointly with spouse - Problem in SBI.

CPAO has informed that necessary instructions in this regard have been issued to all CPPCs with the direction to bring the contents to the notice of all paying branches. CPAO was requested to give a copy to the 3C1v1. It was decided to drop the matter.

3. The representatives of 3CM also desired the status of eight agenda items sent by Shri Shiva Gopa I Mishra, General Secretary, AIRF which were not included may also be intimated clearly. This may be informed to him separately.

4. After above discussion on **Action Taken Report on the minutes of meeting dated 6.11.2012**, fresh agenda items were taken for discussion which are as under:

(i) Equitable Gratuity under Rule 50 of Pension Rules. Slabs are too wide leading to disparity.

Rule 50 of Pension Rules provide the following death gratuity to the family of the deceased Government servant.

Sl.No.	Length of service	Rate of death gratuity
1.	Less than one year.	2 times or emoluments.
2.	One year or more but less than 5years.	6 times of emoluments.
3.	5 years or more but less than 20 years.	12 times of emoluments.
4.	20 years or more.	Half month of emoluments for every completed six monthly period of qualifying service subject to a maximum of 33 times of emoluments.

The JCM (Staff Side) has stated that the given at Sl. No. 3 above is not equitable and suggested the following revision: -

3(i)	5 Years or more but less than 11 years	12 times of emoluments.
3(ii)	11 years or more but less than 20 years	20 times of emoluments

This issue was discussed in the JCM meeting. The present slab of death gratuity was introduced w.e.f. from 1.1.1986 and was introduced as per the recommendations of 4th Central Pay Commission, vide this Department No. 2/1/1987-PIC-II dated 14.4.1987. This slab has not be revised since 1986. In between, the 5th and 6th Pay Commission had submitted their reports but no revision had been recommend. After discussions, it was decided that the matter may be examined in consultation with Department of Expenditure.

**Action: DOP&PW**

(ii) Extension of CS (MA) Rules, 1944 to Central Government Pensioners residing in non-CGHS areas. The Staff Side demanded that as in the case of serving employees, the CS (MA) Rules may be extended to the pensioners also. This would make pensioners in the non CGHS areas entitled for reimbursement of medical expenses. Staff Side also mentioned that Hon'ble Supreme Court has dismissed some SLPs and allowed reimbursement of medical examination of pensioners, in accordance with CS(MA) Rules. The representative from Ministry of Health informed that the proposal for extension of CS (MA) Rules 1944 to Central Government pensioners was not agreed to in view of huge financial implications. In regard to the dismissal of SLP filed by Department against order of courts/tribunals for grant of medical benefits in individual cases, Ministry of Health has filed a review petition in Supreme Court. It was also informed that Ministry of Health is contemplating Health Insurance Scheme on pan India basis keeping special focus on the non CHGS areas. This is expected to solve the problems of pensioner's living in non CGHS areas. The item was treated as closed.

(iii) Grant of modified parity with reference to the Revised Pay Scale corresponding to pre revised Pay Scale of the post from which an employee had retired - upgraded pay scale instead of normal replacement scales.

The JCM suggested that upgraded revised pay scales may be notionally extended and used for pension fixation instead of normal replacement scales.

It was informed that after the 5th Pay Commission also modified parity was allowed with reference to replacement pay scales and not with the upgraded pay scales. This decision of Government was also upheld by Supreme Court in its judgement dated 23.11.2006 in the CA No. 3173-3174/2006 & 31883190/2006 (K. S. Krishna Swamy Vs. UOI). In the 6th CPC the same principle has been followed in view of above. It was informed that it would not be possible to reopen this issue. Therefore, the item may be closed.

5. The meeting ended with a vote of thanks to chair.

Source: <http://www.airfindia.com>



---

---

## MINUTES OF THE JCM STANDING COMMITTEE MEETING HELD ON 23/08/2013

D.G. Posts No. 06/03/2012-SR dated 2nd September,2013.

The JCM Standing Committee meeting was held on 23/08/2013 at 10.30 hrs, under the chairpersonship of Member (O). Minutes of the meeting are enclosed for information and necessary action at your end.

### Minutes of the JCM Standing Committee Meeting held on 23/08/2013.

The JCM Standing Committee meeting was held on 23/08/2013 at 10.30 hrs. in the Dak Bhavan under the chairmanship of Member (O). The following were present:-

#### Official Side

1. Shri Kamleshwar Prasad, Member (O) - in chair.
2. Shri S.K. Sinha, CGM (MB&O).
3. Shri Tilak De, DDG (Estates & MM)
4. Shri V.K. Tiwary, DDG (R&P).
5. Shri Anil Kumar, DDG (Estt).
6. Shri V.P. Singh, DDG (P).
7. Shri Vineet Pandey, DDG (FS)
8. Shri L.N. Sharma, DDG (Training)
9. Smt. Savita Singh, GM (PLI)
10. Shri Arun Malik, Director (SR & Legal)

#### Staff Side:

1. Shri K.V. Sridharan, Leader Staff Side.
2. Shri M. Krishnan, Secretary General, NFPE
3. Shri D. Theagarajan, Secretary General, FNPO
4. Shri Giri Raj Singh, Secretary, Staff Side
5. I.S. Dabas, General Secretary, A.I.P.E U, Postmen & Gr. 'D'
6. Shri T.N. Rahate, General Secretary, NUPE, Postmen & Gr. 'D'/MTS

Director (SR) welcomed all the members of the staff side and the officers of the Department in the meeting. He had apprised that some of the items wherein action has been completed and communicated to the staff side, have been deleted from the list of agenda items. Thereafter Shri K.V. Sridharan, Leader, Staff Side thanked the chairman for convening the JCM Standing Committee meeting.

With the permission of the chair, the agenda items were taken up and after discussions on each item following decisions were taken:-

1. Standing Committee Meeting held on 18.12.2012

Sl. No.	Agenda Item	Decisions taken	Action By
1.	Cadre Restructuring for all Non-Gazetted Group B & C cadres	The staff side was informed that as per the discussion held on 02/08/2013 the cadre restructuring committee will be re-constituted.  It was assured that the committee will be constituted within one week and the first meeting of the committee will be held within a month.	DDG (Estt)

		It was also decided that the draft of the Salim Haque committee will be discussed in the first meeting.	
2.	Creation of System Administrators Cadre.	This item was included in the agenda item and decided that the issue of system administrators will be considered in the new cadre restructuring committee likely to be constituted within a week's time.	DDG (Estt)
3.	Computation of proper norms for work allotment to existing System Administrators and grant of certain essential amenities.	This item was included in the agenda item and decided that the issue of system administrators will be considered in the new cadre restructuring committee likely to be constituted within a week's time.	DDG (Estt)
4.	Request for discontinuance of the practice of obtaining fidelity / security bond from the employees handling cash.	This item was also included in the agenda list at the last moment on the request of staff side. It was decided that the proposal will be examined on file and reply will be given to the staff side in the next JCM (DC) meeting.	DDG (PO & CP)
5.	Protection of pay of the defunct scale of PO & RMS Accountants who opted for general line under Directorate letter No. 2-22/88 - PE I dt. 01.12.92.	Detailed compliance of pay fixation & consequent revision of due pensionary benefits is still awaited from Punjab Circle. The issue of extending the same benefits as conferred in the case of Sh. Natha Singh will be considered on receipt of the compliance as already decided.	DDG (Estt)
6.	Revision of Cash Allowance to the SPMs handling cash in the absence of treasurer.	It was informed to the staff side that the file is currently with IFW and the matter will be expedited.	DDG (Estt)
7.	Conveyance of cash with police escort- Problems there on.	There are two issues under this item:- (i) Conveyance of cash with police escort - this issue has been closed. (ii) Fixing of line limit - A committee has been constituted under the chairmanship of DDG (CP&PO). The committee will meet on 26/08/2013.	DDG (CP&PO)
8.	Fixing Norms / Time Factors to Postal Stores Depot; Circle Stamp Depot & creation of establishment.	The staff side was informed that this issue will be addressed in the IT Modernization Project.	Item closed.
10.	Allowing to appear in the Departmental Exam like IPOs - case of physically handicapped officials.	The matter is under consideration in consultation with Ministry of Social Justice, the nodal Ministry for notification of identification of the post for reservation in Department of Posts for persons with disabilities. It is pending with that Ministry and the matter is being pursued with them.	DDG(P)
11.	Transfer of all HSG I Posts to General line	As per the existing RRs, HSG I recruitment is done from general line (from LSG, HSG II cadre) and through IPO line. This provision was disallowed	DDG(P)

		by DoPT and the matter has now been referred to DoPT in totality to enable DoP to revise the RRs so that all HSG posts can be transferred to General Line.	
12.	Payment of honorarium to supervisors & Staff of Divisional offices for processing of PLI and RPLI proposals.	The case for change of honorarium as incentive was taken up earlier with IFW Division. For calculating incentive for each item of work, IFW has asked for devising new norms for items of work being carried out at Divisional Office. Meanwhile, under the ongoing FSI project all the PLI / RPLI operations are further being decentralized to CPC / HO level. Subsequent to implementation of FSI the time factor for all processes on the new insurance software will be available for calculating workload for staff / supervisor working as per the new work flow in CPCs. Once the required norms are arrived the matter of incentive beyond a minimum threshold payable to CPC staff will be taken up.	CGM (PLI)
13.	Grant of OTA/ Excess Duty Allowance to the SPMs working in single / Double handed Post offices.	OTA is not admissible to SPMs. The matter of introduction of an extra duty allowance to the operative staff of the Department is under examination in consultation with Nodal Ministries. However, it may not be out of point to mention that in absence of admissibility of OTA to SPMs, the question of grant of extra duty allowance may not arise.	DDG (Estt)
14.	Counting the training period for benefits of promotion under TBOP / BCR scheme	The matter is under consideration in consultation with Department of Legal Affairs and Department of Personnel & Training.	DDG (Estt)
15.	Holding of examination for filling up to posts of AMM in MMS	No RRs are currently available for Assistant Manager (MMS) and the feeder cadres and this is preventing the Department from holding examination. However, required documents and inputs to frame the RRs are being obtained.	DDG (P) / DDG (Estt)
16.	Holding of DPC for filling up the posts of Deputy Manager MMS	The DPC will be held within a period of three months.	DDG(P)
17.	Appointment to the grade of Supdt. Stg. In RMS	The DPC will be held within a period of three months.	DDG(P)
18.	Acute shortage of 'C' Bags.	The staff side agreed that there is no shortage of 'C' bags now.	Item closed.
19.	Implementation of recommendation of the 5th CPC with regard to payment of cash handling allowance to treasurers and Asst. Treasurers in Post offices.	It was decided that the detailed proposal will be sent by the staff side and will be examined by the Establishment Division. If some relevant points are raised by the staff side and which help to resolve the issue, the same will be included and	Staff side DDG (Estt)

		the proposal will be referred tenth time, to the M/o Finance for consideration.	
20.	Allot 19% Group B vacancies for General line and permit all Group C official in Postal, RMS, Admn. and Postal A/Cs with minimum 20 years of service to appear in the exam by dispensing with present reservation of posts to RMS & Admn. Staff.	The staff side was informed that a committee has been constituted under the chairmanship of DDG (R&P) which will meet on 29/08/2013 and the report of the committee will be submitted within a period of 15 days.	DDG (R&P) DDG(P)
21.	Anomaly in the preparation of PA gradation list. Date of confirmation should not be taken now and date of appointment be taken for construing seniority. Fixing seniority based on the date of confirmation in unconstitutional and discriminatory and dropping of confirmation examination.	The staff side was informed that the problem in this case is only in Tamil Nadu Circle. It was decided that the issue will be taken up separately with Tamil Nadu Circle.	DDG(P)
22.	Pay protection to employees who seek transfer to a lower post under FR 15 (a)/transfer under Rule 38.	DoPT's OM No. 16/4/2012-Pay-1 dated 05/11/2012 clarifies the issue.	Item closed.
24.	Construction of Departmental Buildings for Postal Accounts Offices at Hyderabad, Trivandrum and Patna.	The staff side was intimated that the PAO office in Trivendrum shall be accommodated in the new building at Poojapura. Postal Account Office for Patna has also been approved in EFC meeting, whereas the proposal of Hyderabad Postal Accounts Office has not been acceded to by the Planning Commission in the EFC Meeting.	Item closed.

PENDING ITEMS IN THE LAST DC (JCM) & STANDING COMMITTEE MEETING ON JCM SUBJECT II. JCM (DC) Meeting hold on 28.12.2012

Sl. No.	Agenda Item	Decisions taken	Action By
1.	Grant of higher rate of HRA in respect of offices situated in urban limits.	In the last JCM (DC) meeting held on 28/12/2012 a point was raised by staff side that everytime in a proposal in respect of grant of higher rates of HRA by circle it is required that the same should be accompanied by Establishment review figures. The official side concluded that this is not required as per MoF rules. It has been decided in this meeting that this decision taken in the last meeting will be followed.	Item closed.
2.	Imposing unjustified conditions for appearing IP Examination for the departmental quota vacancies.	The matter is being examined.	DDG(P)
3.	Construction of new building at Kodialbail HSG I SO in Mangalore Division, Karnataka Circle	It was decided that a report will be obtained from circle to ascertain whether the area of the post office is sufficient as per SOA and functionally	DDG (Estate & MM)

		convenient; failing which action will be taken accordingly to resolve the issue. As regards construction of new building, the proposal was not accepted because the building is safe for occupation as reported by SE (Civil), Bangalore.	
4.	Construction of new departmental building for Itanagar Head Post office.	Construction has already started in May, 2013. Item closed.	Item closed.
6.	Uniform application of incentive for IMT work	The proposal for the incentive for IMTS work done in the post offices has already been worked out in detail along with its financial implication. The related file was submitted to JS & FA and the said file has been received back with some queries. The file is being submitted again with compliance and seeking further orders.	DDG (FS)
7.	Recovery of huge amount being interest Paid on PPF Account opened on Self name and also in the name of Minors (i.e. on two accounts) prior to 06.12.2000 - case of Karnataka Circle	This office has already issued order to stop recovery of interest from the officials at fault on 08/02/2012. Since the Accounts were transferred to the Bank and RBI is the controlling authority of the Bank, the S.K. Region, Bangalore wrote a letter to RBI to issue order to the said Bank to get recover the excess paid interest on behalf of the Department of Posts. Matter has also been taken up with the RBI by this office. Reply is awaited from RBI.	Item closed.
8.	Fixation of pay of MTS (Group C officials) who were granted ACP-I and ACP-II upgradations prior to 01.01.2006 consequent upon implementation of 6thCPC recommendation in the light of Postal Directorate's latest order no. 1-20/2008-PCC (Pt.) dtd. 18.07.2011.	The issue is currently under examination.	DDG (Estt)
9.	Dies non period should also be taken for reckoning of continuous service while granting ACP/MACP to officials.	It was decided that the issue will be examined whether the Dies non should be taken for reckoning of continuous service in such cases. Reply will be sent to the staff side separately, after examining the proposal within the framework of extant rules of the Government of India.	DDG (Estt)
10.	Arbitrary recovery of Postage in case of foreign articles returned due to non availability of service.	The matter has been examined and it has been decided with the approval of Secretary (P) that Maharashtra circle may refund the postage recovered from the booking clerks who book foreign articles to those countries where India Post does not have any service.	Item closed.
11.	Fixation of Pay for canteen employees after Sixth CPC.	A clarification will be issued by the Establishment Division.	DDG (Estt)

12.	Clarification issued on encashment of earned leave in connection with availing LTC- Payment of difference.	Ruling of DoPT on this matter has been circulated to all Circles for taking appropriate action.	Item closed.
14.	Abnormal delay in filling up of vacant LSG, HSG II and HSG-I vacancies due to non-holding of DPCs in many circles	<p>Instructions have been issued from time to time to hold DPC meetings as per the schedule prescribed by the Department of Personnel &amp; Trg (DoP&amp;T). As regards filling up of the vacancies in HSG.I, a proposal was referred to DoP&amp;T to fill up the vacancies in HSG.I as per the provisions of existing Recruitment Rules till finalization of amendment to the existing Recruitment Rules. DoP&amp;T has approved the proposal. Directorate vide letter No. 4-44/2012-SPB.II dated 18/04/2013 has issued instructions to all Circles to fill up the vacancies in HSG.I in PO &amp; RMS Offices as per the provisions of existing Recruitment Rules by convening DPC meetings by 30/04/2013 and issue the promotion orders by 06/05/2013.</p> <p>Subsequently, another letter dated 27/06/2013 from Member (P) has been issued to all Circles with the request to ensure that all the vacancies are filled by convening DPC meetings and through Departmental Examinations.</p>	Item closed.
16.	Denial of relaxed standards to GDS in the appointment of Postal Assistants in the revised recruitment rules - reg.	The issue involves amendment of Recruitment Rules. It is being examined and decision will shortly be taken in this regard.	DDG(P)
17.	Special drive for residual vacancies.	For filling all the unfilled vacancies of Multi-Tasking Staff and Postman / Mail Guard in Subordinate offices and Circle / Administrative offices, necessary instruction was issued to all Circles vide letter No. 45-2/2011-SPB-I dated 18/10/2012 with the direction to take action to fill up all the vacant posts of earlier years latest by 30th June, 2013. The drive is over and a status report from the Circles has since been called for to review the position.	Item closed.
18.	Immediately arrange for filling up of vacant posts in the cadre of PACO & MTS in Circle Administrative offices.	Recruitment Rules for the post of PA (CO & RO) are being revised. However, a proposal is moved to operate the old RRs for filling vacant posts in the cadre of PA (CO). Regarding filling up of the posts of MTS in CO / Admn Offices, necessary instructions have already been issued to all Circles in October, 2012 to fill up these posts.	DDG (P)
19.	Promotion of OS to AD (Rectt.).	DPC for 4 AD (Rectt) completed. Item is closed.	Item closed.
20.	Tenure in RMS Head Record offices/ Divisional offices.	It was informed by the staff side that the Rajasthan, Delhi and Orissa circles are not following the guidelines. It was decided that the instructions will be reiterated to these circles.	DDG (Estt)

21.	Non-filling of IPO post of Direct recruits in J & K Circle	The Staff Selection Commission, who allocates the candidates for appointment to various Circles as per the preference given by the candidates, has been requested vide letter dated 07/06/2013 to give special consideration to nominate / allocate the candidates of J&K Circle for appointment to the post of Inspector of Posts through Combined Graduate Level Examination in order to ensure that posts do not remain unfilled.	Item closed.
22.	Short drawal of Grade Pay - In case of Pharmacists in P&T Dispensary	There is no case of short drawal of grade pay for pharmacists and the issue has been decided by, Deptt of Expenditure, Implementation Cell and the orders have been circulated to Circles.	Item closed.
25.	Recovery effected from Commutation of pension from Postal pensioners who had proceeded on voluntary retirement during the period from 1.1.2006 to 31.8.2008.	DoPT order no. 38-37/2008-PNPW(A) dated 10-12-2009 in this regard have been re-circulated to Circles.	Item closed.
26.	Grant of Grade Pay of Rs. 1800 to Group D/MTS who retired/expired from service after 31.08.2008 without having been imparted training.	The issue is referred to Ministry of Finance, Department of Expenditure.	DDG (Estt)
27.	Fixing norms for Postmen work	The norms were formulated after scientific work study by IWSU in 2008. Since five years have already lapsed, it was decided to conduct another study by Departmental Officials or by a third party to review the postmen norms. This decision was taken in a meeting held on 02/08/2013 under the chairmanship of Member(P).	DDG (Estt)
28.	Performing double duty by Postmen on Double Duty Allowance Basis.	The Fixed Monetary Compensation to delivery staff for performing duty of an absentee Postman by combination of duties has been revised vide this office Order No.10-7/2001-PE.II dated 24/11/2010.	Item closed.
29.	Provisioning of 10% LR.	Clear instructions will be issued by Establishment Division to all circles.	DDG (Estt)
30.	Irregular commutation of LR strength.	This item is closed in view of item 29.	Item closed.
31.	Fixing standard operating procedures and uniform code and rules for all Postal Training Centers.	It was informed to the staff side that this issue has been resolved and the staff side was also apprised of this.	Item closed.
32.	Upgradation of pay as per sixth CPC to Group 'C' cadre in response to Group 'D' Selected under blind quota.	It was decided that a training module will be developed for the visually handicapped in the Directorate within a period of two months and circulated to all circles for compliance.	DDG (Training)

33.	Implementing online facility for all Postal employees having General Provident Fund (GPF) Account to get information regarding their GPF accounts directly from the internet.	The matter has already been addressed in the CSI RFP.	Item closed.
34.	Supply of updated Postal Manuals, Volumes and Reference books to all offices.	The concerned Divisions have been reminded vide letter No.9-13/94-PF (pt.iv) dated 08/07/2013 for furnishing the material for printing / uploading of Postal Manuals, in the official website. The action will be completed within a period of three months.	DDG (Estates & MM)
35.	Bifurcation of Bastar and Raigarh divisions in Chattisgarh Circle.	(a) Baster Division: As no matching savings have been provided by the Circle Office for creation of additional posts, the proposal for bifurcation of Baster Division to create Kankar Division is found not feasible in view of ban on creation of Plan / Non-Plan posts by Ministry of Finance. (b) Raigarh Division: The circle has been asked to provide matching savings for creation of posts required for the proposed Sarguja Division after bifurcation of Raigarh Division. It has also been asked to furnish the financial implications involved in bifurcation of Raigarh Division.	This part of the item is closed.  DDG (Estt)
39.	Review of work load in Business Office.	It was decided that a report will be called for from the circles about the expenditure incurred and the revenue gained.	CGM(MB&O)
42.	(i) Timely supply of uniform and issue of Kit Card.	It was decided that the instructions will be issued once again to all Heads of Cirlces for timely supply of uniform to eligible postal employees. The staff side was also informed to take up the matter at circle level.. <b>Issue of Kit Card:</b> The Directorate has called for the comment from all heads of the circles to explore possibility for issue of kit card on 03/06/2013. Reply received from the circles so far is in favour of the issue of kit card to the postal employees, hence it was decided to agree to the proposal and further necessary action may be initiated.	DDG (Estates & MM)
43.	Downgradation of HSG IIAHRO post in Maharashtra Circle	The proposal will be examined by the Establishment Division.	DDG (Estt)

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



**MINUTES OF THE MEETING HELD ON 02/08/2013  
IN THE COMMITTEE ROOM, DAK BHAVAN  
UNDER THE CHAIRPERSONSHIP OF SECRETARY (POSTS)  
TO DISCUSS THE ISSUES RAISED BY THE PJC**

No. 8/4/2013-SR  
Government of India  
Ministry of Communications & I.T.  
Department of Posts  
(SR Section)

Dak Bhavan, Sansad Marg  
New Delhi, Dated the 16th September, 2013

A meeting was held on 02/08/2013 in the Committee Room, Dak Bhavan under the chairpersonship of Secretary (Posts) to discuss the issues raised by the PJCA in the Memorandum submitted by them on 01/04/2013. A list of participants is annexed.

Secretary (PSB) welcomed the participants and thereafter the discussions on the agenda items commenced. After deliberations the following decisions were taken:

S. No.	Agenda Item	Decision taken
1.	Issues relating to Gramin Dak Sevaks	
	a. Enhancement of Bonus ceiling -  In the matter of enhancement of Bonus ceiling to 3500/- of Gramin Dak Sevaks, it was assured that another attempt will be made to get the approval of the Finance Ministry. It was informed that the file has already been submitted to Finance Ministry with the favourable recommendations of the Postal Board and Minister, Communications.	The proposal has been approved by Department of Expenditure on 21/08/2013. The matter is now being placed before the Cabinet for approval.
	b. Revision of Cash handling norms-  On the issue of withdrawal of upward change in cash handling norms etc., it was assured that the entire issue will be re-examined. A DDG level committee was also constituted. Minister of State for communications has also assured the staff side that needful will be done in this case.	Data is being collected from all circles regarding financial implications in case the cash handling norms are revised. Circles are being addressed to expedite response. The proposal will be examined after the requisite data is collected.

<p>c. Ensuring no reduction of TRCA under any circumstances -</p> <p>It was assured by Minister of State for communications that orders for full protection of TRCA will be issued. But, in the orders issued by the Directorate, protection is given for one year only and thereafter if workload is not increased TRCA will be reduced without any protection. As per the earlier orders protection was given up to the maximum of the lower TRCA even if workload is reduced. As per the new order after one year there will be no protection at all. When workload is reduced due to circumstances beyond the Control of the GDS, reducing the TRCA is quite unjustified and inhuman.</p>	<p>The remuneration of the GDS and the policy relating to the same is reviewed every ten years in consonance with the Pay Commission by a committee and accepted by the Finance Ministry and Cabinet for implementation. The policy governing remuneration of GDS is related to work load. If work load increases TRCA is enhanced. On a similar analogy if work load reduces, there is an impact on TRCA. Protection provided for GDS / BPMs for a period of one year is a welfare oriented instruction guiding GDS to increase his work load during the one year period. A fresh establishment review will be done for such post offices at the end of this one year period, which will end in October this year and a number of such offices identified and a decision will be taken.</p> <p>Secretary (Posts) urged the staff side to convince GDS to make efforts to increase the business which in turn will enhance the workload with consequent rise in TRCA or maintenance of TRCA at the same level.</p>
<p>d. Removal of minimum 50 points conditions for GDS Compassionate appointment</p>	<p>The data reveals that present norms have yielded compassionate engagement to an extent around 30% - 35% of the cases which is much more than the regular departmental employees who are getting only 5% as per DOPT guidelines based on the Hon'ble Supreme Court judgement, which have restricted compassionate appointment to a maximum of 5% of the total appointment in Government service. The point system cannot be relaxed further to enhance the compassionate appointment cases as it is presently much more than the Supreme Court judgement norms.</p> <p>Item closed.</p>
<p>e. Redeployment of GDS mailman posts in new areas</p>	<p>The PJCA has accepted that this is a dying cadre. Therefore, the work that was hitherto being performed by GDS MM will be reflected in the future Establishment of Mail as per justification.</p>

	f. Review of cash conveyance allowance - Monthly ceiling of Rs.50/- to be removed.	Details will be ascertained from circles to know the average expenditure incurred every month by GDS / BPMs. Proposal will be reviewed thereafter, so as to ensure that they are adequately compensated to cover cost.
	g. Introduction of Health Scheme	The proposal for GDS health insurance scheme is under active consideration by Ministry of Finance, Department of Expenditure.  On 21/08/2013 Secretary (Posts) has demiofficially addressed Secretary (Expenditure) to expedite the approval.
	h. Norms for RPLI	GDS BPMs are already being given incentive on RPLI @ 10% of the first year premium towards RPLI policies and 2.5% of the renewal premium income collected by RPLI. No further revision is necessary at this stage.  Item closed.
t	i. Providing norms for cash remittance from BO to AO & Vice Versa	The reply sent by Director (SR) vide letter No.8-4/2013-SR dated 22/04/2013 stands withdrawn.  A committee has been formed to look into this issue. The proposal "norms for cash remittance from BO to AO - vice-versa"- will be examined on receipt of report of the committee.
2.	Immediate finalization of Cadre Restructuring:  After the narration discussion on the problems put forth in the strike charter on 10.01.2012 & 12.01.2012, Secretary, Deptt. of Posts, has assured both orally and also in the minutes, Inter alia;  "As recorded in the minutes of the meeting held on 27.12.2011, the proposal is under consideration of a committee under the Chairpersonship of DDG(P). The Staff side expressed their concern about the undue delay in finalization of the proposal on which the Secretary Posts, desired finalization of this process by 31st March, 2012. It was assured that the timelines would be adhered to". As regards restructuring of Postal Accounts	The Cadre Restructuring Committee is being reconstituted.  Current Status / Postscript  The Cadre Restructuring Committee has been reconstituted under the Chairmanship of DDG (P).

<p>officials, it was informed that the proposal was cleared by the JS&amp;FS and stands referred to the Secretary (Posts). It was also decided to have a separate Committee under the Chairpersonship of Ms. Sandhya Rani, PMG (BD) Andhra Pradesh Circle to consider Cadre Restructuring of MMS Staff. The Committee will submit its report within three months from the date of formation."</p> <p>Again in the Minutes of the discussion held with the staff side on 21.05.2012, it is further assured as follows:</p> <p>"It was decided to formulate a proposal of 30th June 2012 for further examination in consultation with the nodal Ministries. Regarding cadre restricting of Postal Accounts it was assured that the matter will be pursued further with Postal Accounts wing and Establishment Division and the PJCA will be kept apprised of the progress in the regard."</p> <p>Again during the JCM, Departmental Council standing Committee meeting held on 18.12.2012 and JCM(DC) Meeting held on 28.12.2012 it was assured as follows:</p> <p>"It was informed that the report of the committee is under consideration. Proposal will be formulated by the Department. However, one round of talks with JCM Members will be held before the proposal is firmed up."</p> <p>At one stage, the staff side has made it clear that if the Department goes on dragging the cadre restructuring issue indefinitely, the staff side will be forced to non-cooperate with the IT Modernization project.</p> <p>It was repeatedly assured that the cadre restructuring will not be linked with the IT Modernization Project. But still the proposals are not finalized. No meeting of the Cadre Restructuring Committee by the Postal Board was held during the last one year. The undue and unwarranted delay is causing concern and also strong resentment among the employees.</p>	<p>Sandhya Rani Committee report on organizational restructure of MMS is under consideration.</p> <p>The report of "cadre restructuring of Postal Accounts" has been approved by FA and has been referred to Ministry of Finance.</p>
---	---

3.	<p>Revision of wages of casual labourers and their absorption:</p> <p>In the minutes of the discussion held with the staff side on 10.01.2012 &amp; 12.01.2012, the Secretary (Posts) has assured as follows:</p> <p>"The Staff side was appraised that a Committee had been constituted under the Chairpersonship of CPMG Assam circle to look into the issues pertaining to Casual Labourers and it is likely to submit its report shortly. The Staff side expressed its concern over the delay in the decision. Regarding the union's request for revised minimum wages w.e.f. 01.01.2006, the matter will be examined on priority."</p> <p>Again in the minutes of the discussion held on 21.05.2012, it was further assured that_____</p> <p>"A Comprehensive proposal on the matter of Casual labourers will be formulated by 30th June, 2012".</p> <p>In spite of these repeated assurances the payment of pro-rate wages to the law-paid casual laborers w.e.f. 01.01.2006 has not taken place causing inordinate delay in payment of minimum wages to those poor employees.</p>	<p>The committee of field officers under the chairmanship of Shri Vishvapavan Pati, PMG, Hyderabad Region has been constituted to suggest the manner in which the report of the Monojit Kumar Committee can be implemented. On receipt of findings of this committee, final view will be taken in consultation with nodal Departments.</p>
4.	<p>Issuing orders on the items finalized by the Postmen Committee and also follow up action on certain items to be referred to work study unit.</p> <p>a. Follow up action on certain in item of the Postmen Committee constituted by the Postal Board is yet to be completed, i.e.: maximum beat length, unscientific resorting to single Postmen beats, Double duty, correction in the definition of the Congested area etc.</p> <p>b. In spite of clear orders issued by the Directorate for filling up of Postmen &amp; MTS Vacancies for the year 2009, 2010, 2011 &amp; 2012, in certain circles (Eg. Andhra Pradesh) the examination for promotion to Postmen and MTS is not yet completed.</p>	<p>A separate meeting has been convened on 02/08/2013 under the chairmanship of Member (P), with Secretaries General of NFPE &amp; FNPO and General Secretaries of Postmen unions and separate minutes issued.</p> <p>All Circles have initiated action for announcing vacancy of postmen and action for filling up the posts is ongoing.</p>

<p>5.</p>	<p>Abnormal delay in notifying HSG-I Recruitment Rules</p> <p>The finalization of revised HSG-I Recruitment rules is being delayed on one pretext or the other. This is pending over five years. 100% of HSG I Posts are lying vacant and are being managed by officiating arrangements without any financial benefits. Due to the delay in finalizing HSG I Recruitment Rules, Carving out of Postmaster Grade III is also delayed. It is most unfortunate that orders have been issued by the Directorate not to fill up the HSG I Vacancies as per the old recruitment rules. At least this would have been caused to fill up the vacancies.</p> <p>It has defeated the very purpose of matching savings offered to the extent of 680 PA Posts for availing HSG I Promotion and it is highly deplorable. Necessary action may please be taken to finalise the HSG-I Recruitment Rules or at least to fill all the vacant posts forthwith besides carving out of Postmaster Grade III Posts as per the existing HSG I Recruitment Rules.</p>	<p>In view of the observations of UPSC, file regarding RRs for HSG I has been referred back to DOPT. The vacancies are being filled by the circles as per provisions of the existing Rules by convening DPC meetings.</p>
<p>6.</p>	<p>Abnormal delay in filling up of vacant LSG, HSG II and HSG-I vacancies due to non-holding of DPCs in many circles.</p> <p>In many circles, the regular DPC to LSG has not been convened. Many LSG Posts are being kept vacant resultantly causing a heavy shortage in PA Cadre due to their officiating. Further the delay caused non-filling up of HSG-II Post due to inadequacies in the eligible candidates in LSG Cadre. In many circles, HSG-II DPC has also not been convened and many of the HSG-II Posts could not be filled up on a regular basis due to the officiating of the incumbents in the vacant HSG I Posts.</p> <p>In nutshell all the higher posts are being managed only with the officiating or adhoc arrangements causing non filling up of basis PA Posts and denying and depriving the due promotional chances to the eligible candidates.</p> <p>It is therefore requested to cause appropriate orders to convene DPC and fill up all the vacant LSG &amp; HSG II posts immediately by prescribing time schedule.</p>	<p>Meeting will be convened under the chairmanship of Member (P) to examine individual cases of non-filling of vacant posts. The matter will be taken up with respective CPMGs for immediate action.</p>

7.	<p>Problems of Postmaster Cadre Officials</p> <p>(i) Allowing Postmaster Cadre officials to appear for IP and PSS Group B Examination.</p> <p>(ii) Orders permitting the Postmaster Cadre official to officiate in HSG-I vacancies and earmarked Postmaster Grade III Posts.</p> <p>(iii) Allow PO &amp; RMS Accounts cadre official to opt for Postmaster cadre.</p> <p>(iv) Filling up the Postmaster Grade-III posts by granting promotion to Grade-II officials and also by option from HSG-I officials after filling up all HSG-I Posts.</p> <p>(v) Filling up of all vacant Grade-II and Grade III posts promoting the Postmaster cadre official relaxing the minimum service condition.</p> <p>(vi) Filling up 100% Senior Postmaster/Chief Postmaster posts which are earmarked for Postmaster cadre by Postmaster Cadre officials alone declaring it as a hierarchical promotion cadre of Postmaster Cadre.</p> <p>(vii) Delay in holding LSG, HSG II and HSG - I DPCs and thereby denying the chance for giving option to Postmaster Grade - I, II &amp; III to eligible officials.</p> <p>(viii) Maintenance of up to date separate gradation list for PM Cadre officials.</p> <p>In the minutes of the discussion held on 21.05.2012 the Secretary (Posts) has assured as follows:</p> <p>"The issues were discussed at length and it was decided to review it after sometime keeping in view the merits and demerits of the proposal as well as the response of the officials for Postmaster Cadre".</p> <p>The minutes did not reflect the real spirit of discussion as it was assured to consider favourably the above items after long discussion. However, it is high time to review the above cases and settle favourably. The entire Postmaster Cadre officials are totally frustrated and disappointed due to the negative attitude of the administration towards them.</p>	<p>Meeting will be convened under the chairmanship of Member (P) to consider these proposals and minutes will be issued separately.</p>
----	---	---

8.	<p>Problems of System Administrators</p> <p>In the minutes of the Departmental Council JCM Standing Committee dated 02.02.2012 (communicated in letter dated 06.06.2012) for the 15 items pertaining to system Administrators including creation of separate cadre, it is furnished as follows:</p> <p>"The issue is under the consideration of the Cadre Restructuring Committee constituted under the chairmanship of DDG(P) vide Department's office memo no.01/04/2010-SR dated 05.05.2011"</p> <p>Finalization of the proposal by the Cadre Restructuring Committee is being delayed indefinitely. Recently, during the demonstration of IT Modernization Project, the staff side has repeatedly requested the Member (Technology) to create a separate cadre and absorb all the existing SAs as a onetime measure in the new cadre. Unfortunately no commitment was given regarding the creation of new cadre, except the assurance that the services of the existing system Administrators will be utilized in future also. It is high time to end the present uncertainty by creating a separate cadre for system Administrators.</p>	<p>After deliberations, the PJCA agreed to drop this item.</p>
9.	<p>Implementation of speed Post hubs and L1, L2 Systems</p> <p>The High Power Committee appointed to discuss the issues under the Chairpersonship of then Secretary, Department of Posts assured the following before implementation of MNJOP proposals.</p> <p>(i) There will be no shifting of staff from L1 office to L2 office vice versa for three years.  (ii) Irregular or wrong identification of L1 office will be changed after discussion with the staff side.</p> <p>But to our dismay both the promises were not kept. There is a complete violation and deviation of assurances. Further, even though directorate has issued instruction to the Chief PMGs regarding change of administrative jurisdiction of speed post hubs, certain Chief PMGs have not yet implemented it and still some of the speed post hubs are continuing under the administrative jurisdiction of postal superintendent.</p>	<p>Meeting will be convened with PJCA under the chairpersonship of Member (Operations) and minutes will be issued separately.</p>



	Further, CRC & Speed post norms have been finalized without any consultation with staff side. The impracticable norms have been imposed upon violating the earlier decision and agreements on the subject.	
10.	<p>MACP Related issues</p> <p>The implementation of the Jodhpur CAT Judgement, i.e. non-counting of promotions acquired from one cadre to other through examination for MACP, Granting of MACP counting the total service rendered in each cadre etc has not been implemented resulting deprivation of dues to the senior most promotes in the Department of Posts. This may kindly be considered.</p>	This item will be discussed in a meeting to be convened under the chairmanship of Member (P) and the minutes will be issued separately.
11.	<p>Problems of APM Accounts/Accountants</p> <p>The following demands in respect of PO &amp; RMS Accountants have not been considered yet causing resentment and displeasure amidst the qualified hands.</p> <p>&lt; !--[if !supportLists]--&gt;(i) Proportionate distribution of APM Accounts posts among LSG, HSG 11 and HSG-1</p> <p>&lt; !--[if !supportLists]--&gt;(ii) Counting special allowance for pay fixation benefits to PO &amp; RMS Accountants on promotion. Implementation of Karnataka High Court order not only for a specific period but also till the withdrawal of the TBOP/BCR Schemes in true spirit. The special allowance should be taken for pay fixation up to 31.08.2008 for TBOP/BCR officials.</p> <p>&lt; !--[if !supportLists]--&gt;(iii) Date of passing Accounts exam may be taken as the criteria for counting seniority for promotion, since no amendment has so far been issued to the statutory rules. Further the earlier passing of examination will have no relevance in future.</p>	This item will be discussed in a meeting to be convened under the chairmanship of Member (P) and the minutes will be issued separately.
12.	<p>Filling up of all vacant posts</p> <p>Even though Government of India has lifted ban on filling up of posts from 2009 onwards, and the Directorate has given repeated instructions to fill up all direct recruitment as well as promotional quota of vacancies up to 2012, in many circles posts are remaining unfilled.</p>	Postal Directorate has taken action to fill up DR Postal Assistant posts for years 2009 and 2010. 11,738 PAs / SAs DR quota vacancies have been filled up.

	<p>Similarly in Postal Accounts much delay in taking place in filling up of posts due to delay in finalization of the Recruitment process by staff selection commission. Action may be taken to fill up all vacant posts from 2009 onwards on top priority basis as the staff are reeling under the pressure of workload which in turn affects the efficiency of the services rendered by the Department of Posts.</p> <p>In conclusion, we hope that all the above issues will be given top most priority and the Hon'ble Secretary, Department of Posts, shall come forward for a negotiated settlement with the staff side in a time bound manner.</p>	<p>Examination for 4841 vacancies for the years 2011 and 2012 for PA / SA DR quota, has recently been held and result has been declared. The selected candidates will join their position on completion of pre-appointment formalities.</p>
13.	<p>Non settlement of agreed items placed the Departmental Council (JCM)</p> <p>Most of the issues agreed in the last Departmental Council meeting held on 28.12.2012 have not been processed further. Many of them remain as it is. There is no serious action taken in mitigating the issues put forth in the departmental council meeting.</p>	<p>Pending items will be discussed in the JCM (Standing Committee meeting).</p>
14.	<p>Additional item submitted by PJCA:-</p> <p>While conducting promotional cum competitive exams from GDS to MTS, GDS and MTS to Postman cadre we are in receipt of several complaints from the examinees that the examination papers for the relevant examinations were very tough. We tried to convince the Administration to set examination paper in liberal comprehensive manner with the intention that since the aspiring examinees are already in touch in the routine work and they are not required to face with complicated and extraneous nature of work and also to cut down the delay in recruitment process. However, the Directorate has stuck up to its own decision that the above mentioned examinations are competitive and not promotional, liberalization could not be considered. Due to the said decision by the Directorate it will be difficult to Department to hardly get 2 to 5% employees to fill up the vacancies earmarked from GDS to MTS for the designated job and the volume of vacancies will remain unfilled every year. It is once again requested to simplify the questions.</p>	<p>A Committee has been constituted under the chairmanship of DDG (R&amp;P) to examine the contents of Question Papers with reference to prescribed syllabus and submit a report on the standard vis-a-vis the post for which examination is being conducted and post which is appearing for the examination. .</p>

---

---

## GDS Related Orders

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

22<sup>nd</sup> Aug., 2013.

TO

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

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

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

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

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

(b) The PR Account, so continued and operated by the nominees/legal heirs of the deceased Gramin Dak Sevaks, as per sub para (1) above, shall continue till the month by which the deceased Gramin Dak Sevak could have attained the age of normal discharge (65 years at present), after which 40 per cent of the

---

---

accumulated balance available in the PRA shall be required to be invested in an annuity scheme and 60 per cent thereof shall be paid to the nominee/legal heir(s) for utilization as per their discretion as is done in the case of a GDS being discharged from his engagement with the department on completion of the normal age of such engagement.”

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

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

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

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

Sd/-

(Anil Kumar)

Deputy Director General (Estt.)

Tele: 011-23036795

Telefax: 011-2306093

Copy To :

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

Sd/-

(Shankar Prasad)

Asstt. Director General (Estt.)

Tele: 011-23036268

---

---

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

GOVERNMENT OF INDIA  
MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY  
LOK SABHA

UNSTARRED QUESTION NO 1402

ANSWERED ON 06.03.2013

GRAMEEN DAK SEVAKS

**1402 . Shri DILIP SINGH JU DEV**

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

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

**ANSWER**

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

- (a) As on 01.01.2013, the total working strength of various categories of Grameen Dak Sewaks is 263326 including 2458 Grameen Dak Sewaks working in Chhattisgarh Tribal Region. State-wise and UT wise details is at Annexure I.
- (b) Grameen Dak Sewaks are paid Time Related Continuity Allowance (TRCA) & other admissible allowances as approved by Cabinet and not stipend, the details of which are at Annexure II.
- (c) Grameen Dak Sewaks are in receipt of Dearness Allowance which is linked to price rise/ inflation on the admissible TRCA at the same rate as allowed to regular Central Government employees and which is revised twice in a year based on price index. The Government has also introduced various welfare measures for these Grameen Dak Sewaks.
- (d) The details of welfare measures introduced for the Grameen Dak Sewaks are at Annexure III.

LOK SABHA ANNEXURE UNSTARRED QUESTION NO. 1402 DATED 6.03.2013

ANNEXURE I

Sr. No.	Name of Circle/State/UTs	Working Strength of Gramin Dak Sevaks as on 01.01.2013							Total
		GDS SPM	GDS BPM	GDS MD	GDS MC	GDS MP	GDS SV	Others	
1	Andhra Pradesh	0	13139	4694	4242	1941	175	2646	26837
2	Assam	0	3216	2906	1639	283	39	371	8454
3	Bihar	0	6307	5165	2598	360	86	553	15069
4	Chhattisgarh	0	2423	855	1545	147	13	26	5009
5	Delhi	0	77	26	14	24	30	6	177
6	Gujarat	0	6768	4619	1396	702	63	296	13844
6a	Dadar & Nagar Haveli (UT)	0	5	45	0	0	0	0	50
6b	Daman & Diu (UT)	0	7	17	0	0	0	2	26
7	Haryana	0	1972	1050	708	233	18	4	3985
8	Himachal Pradesh	0	2247	2614	1068	312	13	61	6315
9	Jammu & Kashmir	0	1368	506	754	95	8	0	2731
10	Jharkhand	0	2461	1539	1286	154	35	407	5882
11	Karnataka	0	7777	4681	1235	1789	66	249	15797
12	Kerala	0	3443	5765	852	1259	138	165	11622
12a	Lakshadweep (UT)	2	1	1	0	5	0	0	9
12b	Puducherry (UT)	0	3	5	1	1	0	0	10
13	Madhya Pradesh	0	5632	2498	4056	290	22	229	12727
14	Maharashtra	0	10122	6939	1644	1115	46	27	19893
14a	Goa (State)	0	147	128	21	54	1	2	353
	North East	0	0	0	0	0	0	0	0
15	Arunachal Pradesh (State)	0	198	166	27	30	2	11	434
16	Manipur (State)	0	591	495	627	40	1	1	1755
17	Meghalaya (State)	0	332	389	262	41	0	0	1024
18	Mizoram (State)	0	285	234	281	12	0	98	910
19	Nagaland (State)	0	279	254	237	35	3	0	808
20	Tripura (State)	0	514	416	290	53	1	65	1339
21	Orissa	1	5798	4863	3209	929	41	110	14951
22	Punjab	0	2831	1642	960	227	15	0	5675
22a	Chandigarh (UT)	0	8	13	0	16	2	0	39
23	Rajasthan	0	7460	2371	3014	439	37	49	13370
24	Tamil Nadu	0	8656	8475	1325	2168	269	682	21575
24a	Puducherry (UT)	0	41	49	0	15	4	0	109
25	Uttar Pradesh	0	12659	10991	4127	1311	315	1262	30665
26	Uttarakhand	0	2122	2218	1322	236	9	217	6124
27	West Bengal	0	5370	4985	3337	777	315	339	15123
28	Sikkim (State)	0	53	74	19	5	0	0	151
28a	Andaman & Nicobar (UT)	0	171	203	102	0	8	0	484
	Total	3	114483	81891	42198	15098	1775	7878	263326
	Chhattisgarh Tribal Region	0	1068	422	911	48	2	7	2458

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

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

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

Annexure III

<b>EXISTING WELFARE SCHEMES INTRODUCED FOR GRAMIN DAK SEVAKS</b>		
1	Maternity Grant	Women GDS are provided Maternity Grant for each child up to the birth of maximum of two children limited to maximum of two confinements resulting into birth of first two children only during the entire engagement period of a Woman GDS equivalent to three months TRCA with DA. Women GDS's like Mail Deliverer and Mail Carrier have also been prescribed to be considered for lighter duties wherever possible during the pre and post confinement period.
2	Maternity Leave	Women GDS have also been provided to be granted maternity leave not exceeding six months covering the pre and post confinement period.
3	Extra Departmental Group Insurance Scheme	Gramin Dak Sevaks are provided with insurance coverage of Rs. 50000/- under the Group Insurance Scheme available to them on death.

4	Service Discharge Benefit Scheme	A Service Discharge Benefit Scheme has been introduced by the Government for the benefit of Gramin Dak Sevaks working in the Department of Posts on monthly contribution basis (from Department's side only @ Rs. 200/-pm) devised on the basis of New Pension Scheme (NPS)-Lite scheme launched by the Pension Fund Regulatory & Development Authority (PFRDA). This Scheme has been offered in lieu of the existing Severance Amount Scheme on an optional basis for the existing Gramin Dak Sevaks while it is mandatory for the new Gramin Dak Sevaks entering into service with effect from 01.01.2011. The Scheme provides a certain percentage as lump sum at the time of discharge plus mandatory investment of certain percentage in annuity that would provide them monthly benefits in the shape of pension.																					
5	Leave	Gramin Dak Sevaks are allowed to be granted 20 days paid leave in a year without accumulation.																					
6	Limited Transfer Facility	Gramin Dak Sevaks are provided with the facility of limited transfer in cases of posting at a distant place on redeployment in the event of abolition of the post, on being appointed on compassionate grounds and posted at distant place, on marriage/remarriage of woman GDS, on suffering extreme hardship due to a disease and for medical attention/treatment of self on production of valid medical certificate from the medical officer of a Government Hospital and on requirement of looking after the welfare of a physically handicapped/mentally handicapped person/dependant requiring to move to different places to give support to such dependant. Such facility is provided for only one transfer during the entire career and on rendering a minimum service of 3 years subject to fulfillment of other conditions. Based on recommendation made by one man Committee, an exception has been made for women Gramin Dak Sevaks, who availed the transfer facility on the ground of extreme hardship due to a disease and for medical attention/treatment before their marriage and now they can avail the facility for a second time in the event of their marriage/re-marriage.																					
7	Assistance from Welfare Fund	<p>Following assistance from welfare fund are allowed to the Gramin Dak Sevaks:-</p> <table border="1" data-bbox="595 1464 1390 1951"> <thead> <tr> <th data-bbox="595 1464 651 1543">S. No.</th> <th data-bbox="651 1464 1107 1543">Name of Welfare Scheme</th> <th data-bbox="1107 1464 1390 1543">Admissible amount of Financial Assistance</th> </tr> </thead> <tbody> <tr> <td data-bbox="595 1543 651 1621">1</td> <td data-bbox="651 1543 1107 1621">Financial Assistance in case of death</td> <td data-bbox="1107 1543 1390 1621">Rs. 7000/-</td> </tr> <tr> <td data-bbox="595 1621 651 1767">2</td> <td data-bbox="651 1621 1107 1767">Death occurring due to enemy action in war or border skirmishes or action against militants, terrorists, extremists, etc.</td> <td data-bbox="1107 1621 1390 1767">Rs. 1,50,000/-</td> </tr> <tr> <td data-bbox="595 1767 651 1805">3</td> <td data-bbox="651 1767 1107 1805">Funeral Expenses*</td> <td data-bbox="1107 1767 1390 1805">Rs.500/-</td> </tr> <tr> <td data-bbox="595 1805 651 1951">4</td> <td data-bbox="651 1805 1107 1951">Nutritional diet to the GDS suffering from Tuberculosis :</td> <td data-bbox="1107 1805 1390 1951"></td> </tr> <tr> <td data-bbox="595 1877 651 1915">(a)</td> <td data-bbox="651 1877 1107 1915">Indoor treatment.</td> <td data-bbox="1107 1877 1390 1915">Rs.400/- p.m.</td> </tr> <tr> <td data-bbox="595 1915 651 1951">(b)</td> <td data-bbox="651 1915 1107 1951">Outdoor treatment.</td> <td data-bbox="1107 1915 1390 1951">Rs.200/- p.m.</td> </tr> </tbody> </table>	S. No.	Name of Welfare Scheme	Admissible amount of Financial Assistance	1	Financial Assistance in case of death	Rs. 7000/-	2	Death occurring due to enemy action in war or border skirmishes or action against militants, terrorists, extremists, etc.	Rs. 1,50,000/-	3	Funeral Expenses*	Rs.500/-	4	Nutritional diet to the GDS suffering from Tuberculosis :		(a)	Indoor treatment.	Rs.400/- p.m.	(b)	Outdoor treatment.	Rs.200/- p.m.
S. No.	Name of Welfare Scheme	Admissible amount of Financial Assistance																					
1	Financial Assistance in case of death	Rs. 7000/-																					
2	Death occurring due to enemy action in war or border skirmishes or action against militants, terrorists, extremists, etc.	Rs. 1,50,000/-																					
3	Funeral Expenses*	Rs.500/-																					
4	Nutritional diet to the GDS suffering from Tuberculosis :																						
(a)	Indoor treatment.	Rs.400/- p.m.																					
(b)	Outdoor treatment.	Rs.200/- p.m.																					



		5	Financial Assistance in case of prolonged and serious illness / major surgeries	Rs. 5000/-
		6	Scholarship and book awardscheme	To ensure better coverage for GDSs, their wards be granted relaxation by 10% marks as in case of SCs/ STs and OBCs, in so far as grant of book award is concerned.
		* Payable from the Circle Welfare Fund, only in cases in which last rites of deceased Postal Employee are performed by brothers or sisters or near relatives in the absence of any other next of kin.		
8	Compassionate Engagement	A new transparent Scheme for engagement of dependents GDS on compassionate grounds with merit points and procedure for selection has been introduced allocating points for each attribute of indigence on a 100 Point Scale. Spouse [widows] has been allowed 15 grace points over and over. Hard and deserving cases have been prescribed as cases over and above 50 Points.		
9	Medical Facilities	GDS being a separate and distinct category, they are not covered by CS (MA) Rules and they are also not extended the CGHS facility. Under the existing provisions, they are allowed financial assistance to the extent of Rs. 5000/-from Circle Welfare Fund provided such GDS must have put in at least six years of service in the Department, treatment should have been taken from Government hospital and produced medical certificates and the illness is at least 2 months old. Regional/Circle Heads have been conferred discretionary powers to sanction financial assistance to the extent of Rs. 10000/- in each case. In rare and exceptional circumstances, further financial assistance can also be considered from Central Welfare Fund.		
10	Avenues for absorption on regular departmental posts	GDS being Extra Departmental, their absorption as departmental employee to the cadre of MTS/Postman/PA is through direct recruitment under the statutory recruitment rules. Under the statutory Recruitment Rules of the cadre of MTS, GDS are considered for 25% vacancies against seniority quota and further 25% vacancies through Limited Departmental Examination (LDE). As per Recruitment Rules of Postman cadre, GDS are considered against 50% vacancies through LDE. In addition, GDS can also be considered for direct recruitment to the post of Postal Assistant (PA) / Sorting Assistant (SA) against unfilled promotion quota vacancies of PA/ SA on the basis of examination subject to fulfillment of the following conditions as on 01st January of the vacancy year:- (i) GDS should have obtained at least 50% marks in 10+2 standard or 12th class with English as a compulsory subject (excluding vocational streams) and have put in a minimum service of 5 years (ii) They should be within 30 years of age (35 years for SC/ST & 33 years for OBC)		

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

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

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

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

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

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

S. No.	Point of Doubt	Clarification
1.	Whether in case of death of GDS staffs, some points/score system for "outstanding liabilities for Education/Marriage of dependent children" will be similarly applicable to unmarried sisters (whether minor or major) in case of unmarried deceased official?	Yes. Brother or sister in case of unmarried GDS are considered as dependent family members for the purpose of consideration of engagement on compassionate grounds.
2.	In a case where the son of the deceased official who is applying for the job have attained majority age, working as cultivator, married and is having children, will he, his wife and children be considered as dependent of the deceased official or only he will be considered (without considering his wife and children as dependent) for earning points/scores for compassionate appointment?	None. A married son is not considered dependent on a GDS.

3.	What is the definition of family for considering, compassionate appointment cases, whether grandchild/grandchildren of the deceased official (blood relation) will also be considered part of the family of dependent/liability for education and marriage (in case of granddaughter) for earning points/scores for compassionate appointment?	No. The Scheme was initially introduced in case of GDS subject to the same conditions applicable to regular employees under No. 43-212/79/Pen dated 4-8-1980. The term defined in case of regular employees holds good in case of GDS also. Grandchild/children are not considered dependent on a GDS. Dependent Family Member for the purpose means: (a) Spouse; or (b) Son (including adopted son); or (c) Daughter (including adopted daughter); or (d) Brother or sister in case of unmarried GDS.
4.	Whether brother also is a dependent of the deceased official and if so up to what age he will be considered dependent and will he be entitled for points/scores for all liabilities?	Unmarried brother is considered dependent in case of unmarried GDS irrespective of age provided he was wholly dependent on the GDS at the time of his/her death and he must support other dependent members of the family and thus entitles to points/scores for all liabilities.
5.	In case of an unmarried daughter/son residing with the family and who have discontinued study at the time of death of the deceased official, whether education will be taken as liability and if so, up to what age?	No. Points will be allowed in those cases only where the dependent family member was undergoing education at the time of death of the GDS.
6.	Whether divorced daughter returning to the family with children will be entitled for points/scores for unmarried liability for her subsequent marriage?	Yes.
7.	Whether in case of death of departmental staff, the status of an only married daughter with husband staying with the family (with no other family member) of the deceased departmental official will be entitled to compassionate appointment in case of death of her father (a case of Meghalaya)?	So far as the matter is confined to compassionate engagement of dependent of the GDS is concerned, married daughter can be considered for compassionate engagement provided she was wholly dependent on the GDS at the time of his/her death in harness and she must support other dependent members of the family.

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

Sd/-

(Surendra Kumar)

Assistant Director General (GDS)

Copy to -

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

---

---

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

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

Dak Bhawan, New Delhi-110001

Dated : 21 Aug. 2013.

The Chief Postmaster General,  
Bihar Circle,  
Patna-800001

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

Sir,

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

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

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

Sd/-  
(Shankar Prasad)  
Assistant Director General (Estt.)

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

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

**No.6-1/2009-PE.I**

**Dated : 30-05-2012**

**All Chief Postmasters General  
All Postmasters General**

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

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

2. It has now been decided that the arrears of allowances of the substitutes of Gamin Dak Sevaks who worked in leave vacancies from 01-01-2006 to 09-10-2009 may be paid on the basis of minimum of TRCA.
3. The amount of arrears admissible as per extent rules may be paid to the genuine substitute. There should not be any double payment. Before making payment, the DDo or paying authority should take very precaution in this regard.
4. Necessary provision in budget should be made at appropriate stage and availability of funds will have to be ensured before incurring the proposed expenditure.

---

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

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

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

Copy to :-

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

//copy//

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

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

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

To

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

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

Sir,

References are received from Circles for regularizing the employment of substitutes provided by regular GDSs during their periods of leave/absence on the ground that they have been functioning in that capacity "for a longer period". A number of cases also stand filed in the Tribunals and Courts on this issue. Apparently instructions issued from time to time are not followed rationally by competent authorities in allowing substitutes to continue indefinitely or for long periods.

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

---

---

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

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

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

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

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

6. The matter has been examined in consultation with Ministry of Law. Since the Apex Court has hold that substitutes have not legal claim there can be no definition of the term "longer period" as absorption of substitutes per se on regular vacancies without following prescribed procedures of recruitment could lead to nepotism.

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

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

(i) Before resorting of substitute arrangement the following options may be explored:

(a) In case of short-term arrangements, as far as possible, work will be managed, by combining duties

---

---

and "substitutes" will not be provided in leave arrangements. In single handed BOs, the work shall be managed by giving combined duty to GDS Mail Deliver/Mail Carrier (Gramin Dak Vitaraka/Vahak) of the neighbouring BO/SO in whose beat the BO falls.

- (b) Even in long term arrangements, the combination of duties as in a) above will be restricted to; substitutes will be allowed only if work load of the BO as well as its financial position justifies which engagement or filling of the post on regular basis.
- (c) In towns and cities, where departmental officials are also available in the same office, the possibility of managing the work by regular staff by combination of duties or by grant of OTA beyond normal working hours may be explored.
- (ii) If substitute arrangement is found to be unavoidable then it should be ensured that
  - (a) No substitute will be allowed to take over charge unless the competent leave-sanctioning/appointing authority is fully satisfied that the substitute possesses all the qualification prescribed for that appointment and has been provided under the risk and responsibility of the regular incumbent.
  - (b) Drawing & Disbursing authorities shall not draw allowance of a substitute unless the claim is accompanied by a certificate from the competent authority about the possession of requisite qualification by the substitutes and their approval for making continuing the arrangement.
  - (c) Continuation of substitute arrangements beyond 180 days at a stretch may only be allowed by the authority next higher to the appointing authority and only in exceptional cases where action has been initiated for regular appointment, if justified by work load and financial norms.
  - (d) No substitute arrangement shall continue beyond one year. Hence regular/alternative arrangements must be made during the period beyond 180 days to ensure this. If for any unavoidable reasons a substitute arrangement is required to be continued beyond one year, specific approval of the Head of Circle will be necessary for reasons to be recorded by the concerned authority.

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

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



---

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

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

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

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

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

16. Hindi version is enclosed.

Yours faithfully,  
Sd.x.x.x  
(Anad Prakash)  
Assistant Director General (GDS)

Copy to :

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

//copy//

(Courtesy : <http://aipeup3bbsr.blogspot.in/>)

---

---

No. 19-31/2012-WL/Sport  
Government of India  
Ministry of Communications & IT  
Department of Posts  
Welfare & Sports Division

Dak Bhawan, New Delhi  
17th September, 2013

**OFFICE MEMORANDUM**

**Subject : - Circle Welfare Fund for Gramin Dak Sewaks - regarding.**

The matter regarding introduction of the Circle Welfare Fund for GDSs had been under consideration as part of 'one year initiatives, of the Department of Posts' under the guidance of Hon'ble Minister of Communications and Information Technology. The Scheme has now been approved by the competent Authority and is as under:-

1. **NAME OF THE SCHEME**

1. The Scheme will be known as Circle Welfare Fund for Gramin Dak Sewaks (CWFGDS).

1.2 The CWFGS will be controlled by the Chief Postmaster General.

1.3. In order to decentralize the implementation of the Scheme and to ensure fast decision making it has been decided to delegate the powers at Regional level in respect of Gramin Dak Sewaks Fund to Regional PMG's. Thus, while the Regional Funds will be operated at Regional Level, there will be only one single Circle Fund and the proportionate amount pertaining to Region will be operated by Regional PMG under the overall control of the Head of Circle. Every Regional PMG should as on 1st April of every year be intimated the amount of fund available for operation for Regional implementation after an audit of the disbursement, payment received, payment made from the fund has been done by an Accounts Officer of the Circle nominated by the CPMG.

2. **OBJECTIVE**

As on date there are a total of 2,57,856\* Gramin Dak Sewaks (GDS) who manage the rural Postal Network of 1,29,402\* Branch Post Offices in the Country. Therefore, in order to look after their welfare, it has been decided to introduce a Circle Welfare Fund which will be utilized exclusively for the Welfare of Gramin Dak Sewaks. The Fund will be managed and operated at Circle level by the respective Heads of Circles.

---

\* Book of Information 2010-11.

---

---

3. **SCOPE OF THE SCHEME**

The Scheme is mandatory and is applicable to all regularly engaged Gramin Dak Sewaks working in the Postal Circles. The Scheme will not cover the substitute, working in place of GDSs, on leave arrangement and provisionally engaged GDS.

4. **BYE-LAWS**

The subscription to the fund by every Gramin Dak Sewak will be at the uniform rate of Rs. 20 per month. The annual subscription of Rs. 240/- will be recovered in one lump sum in the month of April (TRCA of March) every year to minimize the accounting work. In case of newly engaged GDS, the annual subscription will be recovered from his first months TRCA, on proportionate basis i.e. at the rate of Rs. 20 per month for all the months up to the financial year end irrespective of the date on which GDS joins in a month.

6. **COMMENCEMENT OF SCHEME**

The Scheme will come into force with effect from 01.10.2013. The concerned units in the Circles should commence recovery of the amount of subscription for 6 months of the financial year 2013-14 (from October, 2013 to March, 2014) in one lump sum, i.e. Rs. 120/- from the TRCA of October, 2013. Thereafter, subscription will be regulated as per Para 5 of the Scheme.

7. **RECOVERY OF SUBSCRIPTIONS FROM MEMBERS**

The Annual subscription will be recovered from all the eligible Gramin Dak Sewaks by the Accounts Branch of the Head Post Office. The Head Post Office will remit the collections to the Treasurer of the Managing Committee, along with the list of members, category-wise, under intimation to their SSP/SP/SSRM/SRM etc. Similar procedure may be adopted mutatis mutandis in case of SRO/HRO of RMS. The Accounts Branch of the Head Post Office should maintain the register of GDS and ensure recovery every year in the month of April in one lump sum.

8. **APPLICATION**

8.1 The Gramin Dak Sewaks will apply for financial assistance under the Scheme in the prescribed Performa. The Controlling Authority and Divisional Head should report the fact of the death of the members at the earliest along with an application and attested copy of death certificate to the Secretary of the Managing Committee, duly certifying the facts of the regular contribution paid by the deceased. In case of accidental death, the additional details in the prescribed Forms as required are to be obtained and forwarded for Financial Assistance. In case of Major Surgical Operations the Forms and details be forwarded duly supported by evidence of operation and certificate etc.

8.2 The applications will be decided on first come first serve basis. The date to be taken into account will be the date of application of GDS. The applicants cannot be held responsible for administrative delay in forwarding his case to Divisional Office. Thus in the Circle/Regional Office the date of submission of application by GDS to his controlling Officer will be taken as date of priority.

---

8.3. The Divisional Heads after verification will forward the application of GDS clearly giving remarks as 'Recommended' or 'Not recommended' as the case may be along with the justification in brief. In the Regional Office/Circle Office all the applications will be scrutinized once again and applications fulfilling all criteria will be retained for submission before the Committee competent to decide the matter. The Committee should comprise of minimum three officers from RO/CO. The non-eligible applications of applicants will be returned to the Divisional Heads, mentioning the ground/reason for the same.

8.4. The Committee will meet once in three months i.e. all applications received from January to March will be decided in the meeting held in April, all applications received from April to June will be decided in the meeting held in July, all applications received from July to September will be decided in the meeting held in October and all applications received from October to December will be decided in the meeting held in January. Formal minutes will be issued and circulated to all Divisional Heads.

## 9. **ADMINISTERING OF SCHEME**

9.1. The Circle Welfare Fund for Gramin Dak Sewaks (CWFGDS) shall be managed by the Managing Committee as per clause 10 of the bye laws. The Head of Region will be the final authority in deciding the cases of financial grants to the GDS in the Region. However, the Head of the Circle will be the coordinating and final authority in resolving all the matters related to the Scheme/grants/assistance in the Circle. The decision of the Head of the Circle in all matters regarding grants to eligible GDS will be final.

9.2. The powers to make any changes in the scope of the Scheme will lie only with the Director General, Posts.

9.3. It may be ensured that at least two representatives of Staff Union of GDS or in case there are no such staff representatives then any two GDS having good knowledge of Welfare Schemes/ rules and ability to present the cases of other GDS are included in the GDS Welfare Committee as Members at Circle and Regional level while scrutinizing and deciding the cases.

## 10. **ELIGIBILITY**

All Gramin Dak Sewaks are eligible for benefits subject to the condition that they have been duly engaged by the competent authority in accordance to the laid down procedure of the Department and the engagement orders of the GDS are available on record.

## 11. **CONTRIBUTORY SCHEME -**

11.1. The Scheme will be contributory in nature, with a component of grant-in-aid from Central Postal Welfare Fund of the Department.

11.2. Each Gramin Dak Sewak will contribute Rs. 20 per month and annual subscription of Rs. 240/- will be recovered in advance in one lump sum in April every year from the TRCA of March. As example:-

(a)	Amount per month to be contributed by each GDS employee -	Rs. 20
(b)	Yearly contribution -	Rs. 20x12=Rs. 240
(c)	In one Circle if there are 10,000 GDS then Annual contribution will be -	Rs. 240x10,000=Rs. 24,00,000
(d)	GDS entering service at age of 18 years and retiring at 65 years i.e. total 47 years will contribute an amount of -	Rs. 240x47=Rs. 11280

11.3. Various Circles have been deducting amount at various rates from Departmental and GDS officials towards Circle Welfare Fund. In order to ensure uniformity, the amount has been fixed as Rs. 20 per month per GDS. Henceforth, with the launch of this new Scheme the GDS will cease to contribute to any other Circle Fund. This Office Letter No. 1-11/97-WL&Sports dated 26-09-97 and Letter no. 2-1/2001-WL/Sports dated 26.04.2002 on the subject, augmentation of Postal Services Staff Welfare Fund by voluntary contributions, will stand partially superseded to this extent. The existing Balance in the Circle/Regional GDS Fund will be merged with the new scheme.

## 12. **GRANT IN AID FROM THE CENTRAL POSTAL WELFARE FUND**

An amount of Rs. 100 per GDS per year (on the basis of actual working GDSs) will be granted from the Central Welfare Fund to each Circle as one time Annual contribution on recurring basis. For example, if a particular Circle is having 10,000 Gramin Dak Sewaks working as on 31st March of that particular year then Rs. 10,00,000/- (10000xRs. 100=Rs. 10,00,000/-) will be contributed by the Central Welfare Fund of the Directorate to that Circle for the Financial Year falling thereafter.

## 13. **THREE COMPONENTS:-**

The Circle Welfare Fund for Gramin Dak Sewaks will have three main components as under:-

- (i) Financial Grant - The Details are given in Para 14.
- (ii) Financial assistance by way of loan of lower rate of interest @ 5% per annum - The details are given in Para 15.
- (iii) One time repayment at the time of retirement - The amount will be granted to those GDS who have not availed any financial assistance. The details are given in Para 16.

14. **FINANCIAL GRANT -**

14.1. Under this Scheme the Financial Grant will be provided under following heads/items:-

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

9.	Grant of Scholarship under educational Schemes to the children of GDS (as per existing terms & conditions).	IIT, AIIMS and IIM Rs. 1000/-p.m.
		<b>Technical Education</b>
		(i) Degree Rs. 280/- p.m.
		(ii) Diploma Rs. 190/- p.m.
		<b>Non-Technical Degree</b>
		BA/BSc/B.Com/ Degree in fine Arts Rs. 150/- p.m.
		ITS Certificate Course Rs. 940/-p.a.
10.	Incentive for excellence in academic achievement for 10th and 12th Class.	1st Position in the Circle/Region - Rs. 1,000/- 2nd Position in the Circle/Region - Rs. 8,00/- 3rd Position in the Circle/Region - Rs. 7,00/- 4th Position in the Circle/Region - Rs. 6,00/- 5th Position in the Circle/Region - Rs. 5,00/-
11.	Scholarship for physically handicapped children of GDS (for maximum 8 years & as per the existing terms & conditions)	Rs. 200 p.m.
12.	Maternity Grant to woman (GDS)	Equivalent to three months TRCA with DA for the birth up to two children only.
13.	Financial Assistance in cases of natural calamities like fire, floods etc.	Rs. 5000/-

14.2 The above mentioned financial grants will be subject to and governed by terms and conditions, as are already existing and which may be issued on the subject in future.

14.3. An individual will be eligible only once for Financial grant under a particular head and cannot apply more than one time for the same purpose for same person.

15. **REPAYABLE LOAN AT 5% RATE OF INTEREST -**

15.1. Under this Scheme the GDS will be eligible for loan at lower rate of interest of 5% per

annum up to the maximum amount of Rs. 50,000/-, deductible in maximum twenty five monthly installments. The loan will be granted for the following :

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

15.2. The GDS will be eligible for loan on maximum two occasions in his entire career with a maximum ceiling of Rs. 50,000/-, subject to the condition that previous loan amount has been fully repaid and there is no outstanding loan against the GDS.

16. **ONE TIME REPAYMENT AT THE TIME OF RETIREMENT -**

16.1 A GDS who has not claimed any kind of assistance or grant from Circle Welfare Contributory Fund in his entire service will be paid a lump sum amount at the time of retirement. The slabs for payment will be as under :-

(i)	Less than 5 years no amount payable.
(ii)	05 years from the date of start of contribution - Rs. 1000
(iii)	10 years from the date of start of contribution - Rs. 2000
(iv)	15 years from the date of start of contribution - Rs. 3000
(v)	20 years from the date of start of contribution - Rs. 4500
(vi)	25 years from the date of start of contribution - Rs. 5500
(vii)	30 years from the date of start of contribution - Rs. 6500
(viii)	35 years from the date of start of contribution - Rs. 8000
(ix)	40 years from the date of start of contribution - Rs. 9000
(x)	More than 45 years from the date of start of contribution - Rs. 11000

17. **SANCTIONS FROM THE FUND**

The sanction orders will be issued by the Chief PMGs/Regional PMGs. However, the Regional PMGs will, at the end of the year submit a list of officials along with amount granted under the Circle Welfare Scheme to the Chief PMG for information. In case of payment of funeral expenses, the payment may be ordered by the local controlling Authority pending ex-post facto sanction by the competent authority.



---

---

18. **AUDIT OF GDS WELFARE FUND**

18.1. The Regional PMG at the close of each Financial Year shall submit to the CPMG, the Accounts of receipts and expenditure latest by 15th April. This exercise will be done by CPMG also in respect of Divisions/Units under his direct control. Thereafter the Chief PMG will send the consolidated Accounts for the Circle as a whole duly audited in respect of Circle Welfare Fund for GDS to the Director (Welfare & Sports) in the Directorate.

18.2. A certificate that the GDS Welfare Fund for the year has been audited and found correct shall be furnished to the Postal Directorate within one month of auditing of Accounts.

18.3. The accounts of the fund shall be audited annually by the P&T Audit/by any person authorized by GM(F)/DAP, as the case may be, in the Circle on or before 30th June of each year.

18.4. The accounts of the funds shall also be checked annually by the Internal Check Organization of the respective Circles before the Audit Inspection takes place.

19. **MISCELLANEOUS**

19.1. The disbursement of amount to the GDS after due scrutiny and approval of the competent authority will be made through issue of sanction orders.

19.2. The amount contributed from the TRCA of GDS will be deposited in a separate Savings Account.

19.3. With the introduction of this new Scheme all Gramin Dak Sewaks will cease to be the part of the existing Circle Welfare Fund, which will henceforth cater to only departmental employees. The Annual Grants for GDS category will henceforth be disbursed from the Central Welfare Fund of the Directorate to the Circle Welfare Fund for GDS. However, in case of any ambiguity in terms, conditions and any other aspect of Scheme, particularly, w.r.t. Financial Grants, listed under Para-14.1 of this order, the action/decision shall be guided and governed by various orders, issued by the Directorate, on the item/subject and which may further be issued in future.

19.4. Orders containing provisions about day to day administering of Scheme, terms and conditions for grants/loan and Performance of various applications/forms will be issued separately.

Sd/-

(I.N. Sharma)

Deputy Director General  
(Training & Welfare)

To  
All Heads of Circles  
All Regional PMG's  
RAKNPA & all PTC's  
All Service Unions

**BYE LAWS TO THE SCHEME OF GRAMIN DAK SEWAK  
CIRCLE WELFARE FUND**

1. **Name :**

The Scheme shall be known as “Gramin Dak Sewaks Circle Welfare Fund”. In the following clauses it is also referred to as, “the Scheme” or “the Fund” or “GDSCWF”.

2. **Objective :**

The objective of the Scheme is to provide financial assistance to the Gramin Dak Sewaks in their need of hour. The Scheme will be subject to review by D Poss for revising the amount and scope to cover more kinds of assistance as the situation may demand.

3. **Membership :**

3.1. The membership of the Scheme shall be mandatory for all the regularly engaged and serving GDS.

3.2. This is subject to the condition that the Scheme will not cover the persons working as substitutes in place of GDS/provisionally engaged GDS.

3.3. If any GDS, who is a member of the Scheme is under put off duty, may continue the membership by paying the subscription regularly for the period.

3.4. The membership of the Scheme shall be valid as long as the subscription is paid and shall cease when a GDS member reaches the maximum age of service i.e. 65 years. In cases of non-recovery of subscription due to administrative reasons, the same shall be recovered in subsequent months without any interest. If the non-recovery of subscription is due to any reason attributable to the GDS then the subscription shall be recovered in subsequent months with penal interest of Rs. 1/- per month, per installment of subscription. If the subscription is not recovered continuously for (6) six months without valid reason, the membership shall stand terminated and no benefits shall be payable under the scheme.

3.5. A Gramin Dak Sewak shall cease to be covered by the Scheme and in consequence, forfeit all entitlement of any benefit provided by it when he/she -

(a) Is discharged on attaining the age of 65 years or is got discharged from service by the competent authority before the prescribed age of discharge or on invalidation on medical grounds.

Or

(b) Is removed or dismissed from service by any authority competent to order such removal/dismissal or his services are terminated.

Or

(c) Resigns from service.

Or

(d) Is reported defaulter due to any reasons, whatsoever.

---

3.6. Those GDS who are discharged from their post due to reduction of post (s) shall continue to be entitled to the benefit of relief from the Scheme up to a maximum of one year after the date of their discharge provided they continue as members by paying the contribution regularly for the period.

4. **Definition**

Under this Scheme, unless the context otherwise requires :-

(a) “Subscription” means the prescribed amount as determined from time to time that shall be payable by Gramin Dak Sewak as member of the Scheme, for enrollment or continuance as a member.

(b) “Committee” means the Managing Committee constituted under clause 10 of the Bye-laws.

(c) “Members” means all eligible Gramin Dak Sewaks in the concerned Postal Circle paying subscriptions as provided under clause 8 of the Bye-Laws.

(d) Fund means the total sum of subscription paid by the members together with the interest on balance/investments and any grant which may be received for the purpose of the Scheme. This also shall include any amount collected by means of donations, sale of tickets for benefit shows and advertisement charges realized by issue of souvenir etc.

(e) The CPMG will be final deciding authority in case of GDS working in the area directly under the control of CPMG as well as all matters regarding GDS in the Regions and referred to him by Regional PMGs.

(f) Wherever the term GDSBPMs have been mentioned will also include GDSSPMs.

(g) Accident means an incident due to which hurt or injury is caused to the body which may cause death.

5. **Commencement of the Scheme**

The Scheme will come into effect from 1.10.2013 and make mandatory for all Gramin Dak Sewaks staff.

6. **Refund**

No refund or amount subscribed to the Fund shall be allowed for any reasons, whatsoever. However, the amount credited to the Fund due to wrong recovery or by mistake may be refunded.

7. **Eligibility**

All the GDS eligible as per Clause 3 of the Bye-Laws as on the date will be members of the Scheme and the Annual Subscription in terms of clause 8.3 of the Bye-Laws will be recovered annually from their pay. For the GDS engaged during any time of the year, the pro-rata subscription will be deducted from his TRCA from the month of joining, to the financial year (upto March) end.

---

---

## 8. **Finance of the Fund**

8.1. The Finance of the fund shall comprise of subscriptions from members, grant-in-aid from the Central Welfare Fund and amounts collected by the committee under clause 8.5.

8.2. The subscription to the Scheme shall be the same for all members as prescribed in clause 8.3, irrespective of the category of the GDS.

8.3. The rates of subscription will be as under:-  
Rs. 240/- per annum in respect of all Gramin Dak Sewaks.

8.4. The annual subscription will be recovered in one lump sum in April every year from the TRCA of March to minimize the accounting work.

8.5. The Managing Committee may raise additional finance for this Welfare Scheme by raising donations, sale of tickets of benefit shows, by issue of a souvenir with paid advertisements or by any other means approved by Head of the Circle for the purpose.

## 9. **Nomination**

9.1. The nominations, as furnished by the GDS at the time of engagement will be the valid nominations for the purpose of this Scheme; unless revised option is exercised consequent on the nominee pre-deceasing.

9.2. If a member has a family, the nomination shall be only in favour of any member of his/her family. A nomination made in favour of a person other than a family member when he/she has a family will be deemed to be invalid.

9.3. If a member has no family he/she may nominate any person to receive the relief from the Scheme. However, if he/she acquires a family later on, the nomination given earlier shall automatically cease to be valid. In such a case, the member/employee shall furnish a fresh nomination.

9.4. Family for the purpose of this Scheme shall be as defined in Department of Posts Gramin Dak Sewak (Conduct and Engagement) Rules, 2011.

9.5. In the event of death of Member, if there is no Nomination and if the family members do not express consent unanimously in favour of the claimant, the President of the Managing Committee may sanction the amount in favour of all the family members in equal shares.

9.6. If the nominee is a minor, the relief shall be paid to the surviving parent provided the minor is in his/her care and custody. If the minor nominee has no surviving parent or if the minor is not in the care and custody of the surviving parent, the amount of the relief may be made to the de-facto guardian having the care and custody of the minor nominee, on production of guardianship certificate.

---

---

## 10. Managing Committee

10.1. The Circle Welfare Fund for GDS (CWFGDS) shall be managed at Circle level by the Managing Committee consisting of the following office bearers and members -

(i)	President	Chief Postmaster General
(ii)	Vice President	Director Postal Services (Headquarters)
(iii)	Secretary	Assistant Director incharge of Welfare & Sports in Circle Office
(iv)	Treasurer	Accounts Officer in Circle Office
(v)	Member-I	GDS Staff Union member from the Circle
(vi)	Member-II	GDS Staff Union member from the Circle

10.2. All the Office Bearers of the Managing Committee will be ex-officio members, therefore there shall be no prescribed term for the Managing Committee.

10.3. At the Regional level the Fund shall be managed by the Managing Committee consisting of the following office Bearers and members -

(i)	President	Postmaster General, (Region)
(ii)	Vice-President	Director Postal Services, (Region)
(iii)	Secretary	Assistant Director incharge of Welfare & Sports in Regional Office
(iv)	Treasurer	Accounts Officer in Regional Office
(v)	Member-1	Nominated GDS/GDS Staff Union Member from the Region
(vi)	Member-II	Nominated GDS/GDS Staff Union member from the Region

10.4. All the office bearers of the Regional level Committee will be ex-officio members; therefore there shall be no prescribed term for the Managing Committee.

## 11. Duties of the Managing Committee

### 11.1. President:

The President shall be the Head of the Managing Committee and shall preside over the meetings. He will also decide disputed issues and cases related with the Scheme. He shall accord the sanction of relief/grant for various items from the fund in accordance with provisions, after satisfying himself that the claim is genuine and in order.

### 11.2. Vice President:

He will assist the President in all the work relating to the scheme.

### 11.3. Secretary:

(i) He will ensure smooth and proper implementation of the Scheme. He shall arrange the timely meetings of the Managing Committee and bring to its notice all matter requiring its consideration. He shall conduct all correspondence on behalf of the Managing Committee and also receive and process claims and representations for grant of relief from the fund. He shall record or arrange to record the minutes of the meetings of the Managing Committee.

---

(ii) The bank account of the fund shall be operated by the Secretary together with the Treasurer.

(iii) After the approval is given by the President to a claim for relief from the fund, the Secretary shall issue sanction for payment of the relief. The Secretary and Treasurer are jointly authorized to sign cheques for payment of grant and to incur other expenditure, in connection with the implementation of the Scheme.

11.4. **Treasurer:**

The Treasurer shall be responsible to the committee for the proper conduct of matter relating to finances of the fund. He shall be responsible for accounting of money received and payments made out of the fund. He shall maintain receipts and payments made out of the fund. He shall maintain the accounts and vouchers and supply the relevant information relating to the fund whenever required by the committee. He shall promptly remit to the bank all the Money received by him pertaining to the fund. On receipt of sanctions, he shall arrange remittances of relief promptly. He shall operate the account jointly with the Secretary. He shall bring to the notice of the Secretary and committee all matters relating to the finance of the fund that may require their attentino and particularly the irregularities which come to his notice.

12. **Honrarium**

12.1. The rate of honorarium payable to any person, other than Treasurer and Auditor, attending to the work of the fund may be decided by the Managing Committee.

12.2. Taking into consideration the work involved in managing the Fund, Treasurer and Auditor may be given honorarium as under -

Treasurer	:	Rs. 5,000/- per annum
Auditor	:	Rs. 1,000/- per annum

13. **Auditing of Accounts**

Within two months of the end of each financial year, the auditing work will be done by the IFA, O/o the Chief Postmaster General or by any agency/officer appointed by the Managing Committee. The auditor so appointed will certify the correctness of accounts along with comments if any. The report of the auditor shall be placed before the committee soon after the completion of the audit, i.e. within three months of the end of the financial year.

14. **Investment of Funds**

Surplus funds, not required for immediate utilization may be invested to the best advantage of fund as decided by Managing Committee, only in Govt. financial institutions or Natinonalised Banks.

15. **Amendments to the Scheme**

15.1. All powers regarding amendment in any part of the Scheme, in the larger interest of the members, rests with the Director General Posts.

---

---

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

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

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

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

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

This issues with the approval of the competent authority.

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

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

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

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

To,  
All Chief Postmasters General

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

Sir/Madam,

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

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

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

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

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



---

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

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

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

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

Yours faithfully,  
Sd/-  
(L.N. Sharma)  
Deputy Director General  
(Training, Welfare & Sports)

Copy to:

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

---

---

**Cadre Restructuring of Group 'C' Employees  
Modification of Constituted Committee**

25-04/2012-PE-I  
Government of India  
Ministry of Communications & IT  
Department of Posts  
\*\*\*\*\*

Dak Bhawan, Sansad Marg  
New Delhi-110001  
Dated : 04 September, 2013

**OFFICE ORDER**

**Sub:- Cadre Restructuring of Group 'C' employees - Modification of  
Constituted Committee.**

This is in partial modification of SR Section's Office Order No. 01/04/2010-SR dated 5th August, 2011, on the above mentioned subject.

2. In the light of transfer and deputation of Chairman and member, the composition of the Committee on Cadre Restructuring of Group 'C' employees has been revised, which is now as under:-

<b>OFFICIAL SIDE</b>	<b>STAFF SIDE</b>
1. Shri V.P. Singh, DDG (P) - Chairman.	1. General Secretary, AIPEU, Group 'C'
2. Shri Alok Saxena, Secretary (PSB) - Member.	2. General Secretary, NAPE, Group 'C'
3. Shri Anil Kumar, DDG (Estt.) - Member.	4. General Secretary, NU RMS & MMS Group 'C'.
4. Shri Surender Kumar, ADG (PCC) -	5. General Secretary, AIPEU, Postman & MTS
	6. General Secretary, NUPE, Postman & Multi Tasking Employees.

3. The other terms and conditions regarding functioning of the Committee will remain unchanged.

Sd/-  
(Baldev Kumar)  
Assistant Director General (PE-I)

To,

1. Shri V.P. Singh, DDG (P)
2. Shri Alok Saxena, Secretary (PSB)
3. Shri Anil Kumar, DDG (Estt.)
4. Shri Surendra Kumar, ADG (PCC)
5. M. Krishnan, General Secretary, AIPEU, Group 'C'

---

---

No. 23-04/2012-PE I (PT)  
Government of India  
Ministry of Communications & IT  
Department of Posts  
(Establishment Division)

Dak Bhawan, Sansad Marg  
New Delhi-110001  
Dated : 08th November, 2013

**Sub:- Holding of meeting on Cadre Restructuring of Group 'C' Employees**

A kind reference is invited to this Directorate Letter No. 25-04/2012-PE I dated 28th October, 2013 on the subject cited above.

2. It is hereby informed that meeting scheduled for 12-11-2013 at 1200 hours in KR Murthy Room, Dak Bhawan stands postponed for unavoidable reasons and it will now be held on 27-11-2013 at 1200 hours in KR Murthy Room, Dak Bhawan, 2nd Floor, New Delhi-110001. Kindly make it convenient to attend the meeting as per the revised schedule.

Sd/-  
(Surender Kumar)  
ADG (GDS/PCC) & Member Secretary

**Distribution :**

1. Shri VP Singh, DDG (P) & Chairman
2. Shri Alok Saxena, DDG (PMU)
3. Ms. Trishaljit Sethi, DDG (E)
4. Shri M. Krishnan, General Secretary, All India Postal Employees Union, Class III, Dada Ghosh Bhawan, 2151/1, New Patel Nagar, New Delhi-110008
5. Shri Giri Raj Singh, General Secretary, All India RMS & MMS Employees Union, Gp 'C', D-2, Telegraph Place, Bairead Road (Bangla Sahib Marg), New Delhi-110001
6. Shri Ishwar Singh Dabas, General Secretary, All India Postal Employees Union, Postmen & Group D/MTS, 173/-D, Type-III, P&T Quarters, Kali Bari Marg, New Delhi-110001
7. Shri D. Theagarajan, General Secretary, National Union of RMS & MSS, Gp C, CH-17-1-18, Atul Grove Road, New Delhi-110001
8. Shri T.N. Rahate, General Secretary, National Union of Postal Employees, Postmen & Group D/MTS, CHQ, Dalvi Sadan, Khurshid Square, P&T Colony, Civil Lines, Delhi-110054
9. Shri D. Kishan Rao, General Secretary, National Union of Postal Employees, Gr. C, 17-2-17, Atul Grove Road, New Delhi-110001

**Copy to:**

ADG (GA), Department of Posts, Dak Bhawan, New Delhi; with the request to book Shri K.R. Murthy Room, for the above meeting.

---

---

**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

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

---

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

---

Ref. No.: NU/P-IV/Draft/Cadre Re-structuring/13/2013

Date : 24-10-2013

To,

Shri V.P. Singhji,  
DDG (P) and Chairman,  
Cadre Re-structuring Committee,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject : Proposal for cadre restructuring -  
Case of Postmen, Group 'D'/MTS Staff**

Respected Sir,

First of all we would like to wish you **Heartiest Congratulations for being the Chairman of Cadre Re-structuring Committee.** Secretary (P)/DG has appointed you as Chairman of Cadre Re-structuring Committee and **we assure you our full support and cooperation.** We expect that you will give kind consideration to the Postmen and MTS **in cadre restructuring.** And also we believe that you will give sympathetic consideration to the **proposal for cadre restructuring submitted by us.**

Kind reference is invited to my communication of even number dated 11-6-2012 on the subject noted above. It may also be stated that in the meeting convened in the earlier period, it was sensed that so far topic of restructuring the **Postmen and MTS cadre** in concern the view of the Administration was not encouraging. It is therefore emphatically stressed that undoubtedly the field workers namely **MTS, Postmen** etc. are the **root foundation of the Postal Department.** Consequently, it is imperative that this root foundation need to be made strong and satisfied in all aspect. Even the earlier British Government was quite sensitive and acknowledging regarding this core fact. As it is expectedly hoped that the importance and the necessity of the root foundation is foresightedly, would be acknowledged a liberal scope for proposed **restructuring of postmen and MTS cadre** would be duly given.

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

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

---

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

---

Ref. No.: NU/P-IV/Draft/Cadre Re-structuring/13/2013

Date : 24-10-2013

- 2 -

In my earlier communication dated 11-6-2012 it was pointed out that **17 additional item** of work are assigned to the postman staff and **10-14 additional** items of works to MTS staff respectively after acceptance of **recommendations of the VIth CPC**. These new items of works are closely related to the **technical operation**. These **technical operation need upper level** intelligence and skill when there is question of involvement of intelligence and skill naturally compensation of the intelligence and skill is warranted. The nomenclature **therefore of MTS and Postman Staff** need to be calibrated by **vertical promotion commensurative** with financial upgradation. The basic need for keeping the staff in the said cadre satisfied and motivated the solution is granting adequate scope for vertical promotion coupled with **financial upgradation**.

**Cadre Restructuring is needed in Postman and MTS cadre because in this cadre there is no supervisory cadre and all the work has to be done by Postman and MTS cadre. They have to do various works like operate computers, mail sorting, cent percent delivery of mails, to sort missent letters, verify postman remark letter, make daily arrangements of Postman/ MTS, maintain CL/EL leave records, maintain discipline and line formation of public, feed data/letter in the computer and take printouts of the list (Mail PA and Despatch PA works), to despatch the mail bags and receive the mail bags, to give full information to Division/RO and handle other responsibilities. So more Supervisory posts are required and for this non-functioning post there is no justification for functioning post. So a non-functional grade is demanded and training is demanded.**

In this connection, it was suggested dated 11-6-2012 some non-functional grade may be created out of total strength in the respective cadre of the MTS and Postmen Staff. The following table will indicate how the non functional cadre will be benefitted by the vertical financial upgradation.

---

---

**U.N.I.****F.N.P.O.****I.N.T.U.C****National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

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

---

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

---

Ref. No.: NU/P-IV/Draft/Cadre Re-structuring/13/2013

Date : 24-10-2013

- 3 -

**1.**

From the total post of Postman & Mail Guards Entry Grade for 50% of Postman should be GP-2000/-. And other 50% Postman should be **given training course**. After completion of training course 50% of trained Postman should be treated as and give **Non-functional Grade (Postman) GP-Rs. 2400/-**.

**(For Postman Cadre) (Proposal)**

S.N.	Nomenclature of the Grade	Percentage	GP	Remark
	Non Functional Grade (Postman)	50%	2400	Entry into <b>Non Functional Grade (Postman)</b> After qualifying technically
1.	Non Functional Grade, NFG I	20%	2800	Sorting Postman/Speed Postman
2.	Non Functional Grade, NFG II	20%	4200	Head Postman, Despatch of Mail Bags, Receiving of Mail Bags, (Mail PA and Despatch PA work) (Three Postman)
3.	Non Functional Grade, NFG III	10%	4600	Overseers, Cash Overseers, Mail Overseers

**All the Non Functional Grade Postman cadres divided into three grades and fix responsibility.**

**U.N.I.****F.N.P.O.****I.N.T.U.C****National Union of Postal Employees Postmen & Group-D/Multi Task Staff****(Recognised by Government of India)  
Central Head Quarters, Delhi-110 054**

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

Ref. No.: NU/P-IV/Draft/Cadre Re-structuring/13/2013

Date : 24-10-2013

- 4 -

**2.**

From the total MTS Entry Grade for **50% of MTS should be GP-Rs. 1800/-** and other 50% MTS should be **given training course**. After completion of Training Course 50% of trained MTS should be treated as **Non Functional Grade (MTS) GP-Rs. 2000/-**.

**(For Group 'D' MTS Cadre) (Proposal)**

<b>S.N.</b>	<b>Nomenclature of the Grade</b>	<b>Percentage</b>	<b>GP</b>	<b>Remark</b>
	Non Functional Grade, (MTS) NFG	50%	2000	After qualifying technically Entry into <b>Non Functional Grade-</b> MTS
1.	Non Functional Grade, NFG 1	20%	2400	Jamadar
2.	Non Functional Grade, NFG II	20%	2800	Sr. Jamadar/Daftary
3.	Non Functional Grade, NFG III	10%	4200	Head Jamadar/Head Daftary

**All the Non Functional Grade MTS cadre divided into three grade and fix responsibility.**

During the last decade there was arbitrary reduction in the **supervising** and field staff employees in the tune of 20% and 6% respectively. This was the condition for getting the financial upgradation. However, in practice the reduction was done in excess of the targeted percentage. Some post in the MTS and Postman cadre were abolished outrightly as they were kept unfilled for a year. Some Post were kept in skeleton form. It is a known fact that there was a ban on recruitment from the year 1985 and the vacant post which remained unfilled for a year and more were automatically abolished. Consequently, practically the reduction in the staff amounted to more than the undertaking given by the employees. The post which were kept in skeleton form

---

---

**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

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

---

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

---

Ref. No.: NU/P-IV/Draft/Cadre Re-structuring/13/2013

Date : 24-10-2013

- 5 -

have never been revived. This situation summarily resulted in the total shortage of staff to the extend beyond the target. The total effect of the above noted action affected in the heavy dislocation of the field work.

Just to bring the matter on the proper track motivated beneficial vertical promotion to the field staff is therefore need of the hour. The **importance of cadre restructuring** in the **MTS and Postman Staff** is to be sensitively and sympathetically need to be realised. The **Ex-Honourable President of India** and **Hon'ble Prime Minister of India** have openly praised the role played by field staff and their connectivity with the **urban and rural masses** of India. Therefore no negligence could be given to the field staff.

As per recommendations of the VIth CPC major Staff has put in the PB-1 Rs 5200 to 20,000. The intervening calibration of financial upgradation is spread over long period. Albeit, there will be change on getting **MACP I, II, III** but there are few unfortunate employees who are on the verge of retirement and who have already exhausted MACP I and II will be precluded from getting MACP III and for these employees there is **no other alternative** to compensate their long service.

In the context of submission made above it is **proposed that the proposal of cadre restructuring** may kindly be given priority in finalisation of the matter.

Thanking you,

Yours Sincerely

Sd/-

(T.N. RAHATE)

General Secretary and

President FNPO



---

---

## **Legal Position to Abolition of Posts**

As per the orders issued by the Government of India in 2001 for abolishing posts as per screening committee recommendations, only 2/3 direct recruitment vacancies should be abolished. Promotional Posts should not be abolished. Based on this order Kerala circle filed a case in CAT Ernakulam against abolishing Postmen & Group 'D' posts, as these posts are promotional posts of GDS employees. Department argued that promotion from GDS to Postman/MTS is direct recruitment and not promotion. But CAT has not accepted Department arguments. CAT, Ernakulam bench delivered a Judgement that promotion from GDS to Postman/MTS is not direct recruitment but promotion. CAT Directed CPMG not to abolish Postman/MTS posts and to fill up all the posts by promoting GDS.

Department went on appeal to High court Kerala. But High Court confirmed CAT order. Accordingly in Kerala circle all the promotional posts of GDS were filled by promoting GDS. Based on the same order now FNPO P4 & NFPE P4 CHQ and GDS (NFPE) have filed a case in Principal CAT and obtained stay order from abolishing Postmen & MTS posts.

Some comrades are asking why abolition of PA/SA posts cannot be stayed. Department is not abolishing the promotional posts in the PA and SA cadre (LGOs vacancies). But they are abolishing direct recruitment vacancies only.

Ernakulam CAT order is not applicable to Direct recruitment vacancies. It is applicable to promotional vacancies only. In the PA/SA cadre there is no promotional vacancy for GDS in the outside quota (Direct Recruitment Quota). This is the legal position. There is no chance for getting stay order for PA/SA direct recruitment post as it is not promotional post. This is the legal advice received by us.

FNPO P4 & NFPE P4 CHQ has protested against the abolition of Posts, but Department of posts is taking a stand that even though they have tried best to get exemption from abolishing direct recruitment posts, the Government of India has not granted any exemption and hence the Direct recruitment vacancies recommended by screening committee up to 2008 have to be abolished. From 2009 onwards there is no abolition of posts and all the vacancies can be filled up as per the orders of the Department.

Regarding postmen and MTS abolition, the abolition is stayed on Technical grounds stated above because the CAT Ernakulam has clearly ruled that promotion from GDS to Postman & MTS is not direct recruitment.

This argument cannot be raised in the case of PA/SA direct recruitment vacancies.

**Order of CAT (Principal Bench)  
On Stay Granted by CAT (P.B) Delhi  
Against Abolition of Posts of Postmen & MTS  
Years 2005 to 2008**

Department of Posts ordered abolition of 17093 posts of various cadres. Out of which about 7500 posts were related to Postmen & MTS. AIPE Union Postmen & MSE/Gr. 'D' & NUPE Postmen & MTS filed a case No. 1736/21.05.13 in CAT (P.B) Delhi along with AIPEU GDS (NFPE) others. The Hon'ble CAT Delhi has granted stay against the abolition of posts of Postmen & MTS only.

---

---

## Principal CAT Court Stay Order

OA 1736/2013

MA 1382/2013

Present : Shri L.R. Khatana, Counsel for applicant  
Shri M.K. Singh, Counsel for respondents

On the last date of hearing, i.e. on 23-5-2013, counsel for respondents was directed to find out the latest position of the OA filed before the Ernakulam Bench of the Tribunal, so that the prayer for interim relief could be considered by us. Today Shri M.K. Singh appeared as counsel for respondents and stated that he has just been engaged by the respondents in the matter and, therefore, he is not in a position to inform us about the stage of the proceedings before Ernakulam Bench of the Tribunal. However, counsel for applicant has brought before us the order of the Bangalore Bench of the Tribunal dated 23-4-2013 which reads as under:-

“M.A.214/13 for single application is allowed.

Issue notice to the respondents by dasti. Applicant shall take out notice and have it served on the respondents within 7 days next.

Applicant submits that the casual labourers and GDS employees are waiting for absorption in the post to be now held to be sufficient for abolition. He would submit that if such things happen the right which they have accrued all through the years, will be lost.

Therefore, I direct the respondents to file a short reply on the question of interim relief passed by the applicants. They can also file a detailed reply within 4 weeks next, incorporating the reasons for such abolition whether public interest involved in it and whether the livelihood and lives of casual labourers, who seems to have been working, according to the applicants, for more than 10 years are protected in any way and in the like matrix, within 11 days from the date of receipt of this notice. Post for further hearing on 8-5-2013.

In the meanwhile, Annexure A-I and other consequential proceedings shall remain in dispended animation till the next date of hearing.”

Orders passed by the Ernakulam Bench of this Tribunal are also placed on record (page 26 of the paper book).

In view of the fact that two coordinate Benches have given interim relief to the similar applicants, we see no difficulty in providing the same interim relief to the applicants herein. Ordered accordingly.

List the matter on 11-6-2013 before the Vacation Bench by which time the respondents may file reply.

Sd/-  
(A.K. Bhardwaj)  
Member (J)

Sd/-  
(Manjulika Gautam)  
Member (A)

Sd/-  
ATC  
(R.P. Sharma)  
(Advocate for petitioners)

---

---

## CGHS related Orders

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

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

Dated the 25th July, 2013

### OFFICE MEMORANDUM

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

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

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

3. For availing CGHS facilities under this provision, the permanently disabled dependent brother of a CGHS beneficiary must be suffering from any one or more of the disabilities as defined in Section 2(i) of 'The persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (No. 1 of 19.96)' which includes :-

- (i) Blindness
- (ii) Low-vision
- (iii) Leprosy-cured
- (iv) Hearing impairment
- (v) Loco motor disability

---

(vi) Mental retardation

(vii) Mental illness

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

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

a. He must be wholly dependent on the principal CGHS card holder beneficiary.

b. He should be unmarried and should not have his own family.

c. The income limit for deciding dependency shall be as prescribed by the Ministry of Health and Family Welfare from time to time and as applicable in CGHS for the time being in force.

d. He must be ordinarily residing with the primary CGHS cardholder beneficiary.

e. All the above conditions are required to be fulfilled for availing CGHS facilities. The CGHS facilities will cease to exist with immediate effect if any one of the above conditions is violated.

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

Sd/-

(V.P. Singh)

Deputy Secretary to the Government of India

---

---

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

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

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

Dated the 9th July, 2013

NOTIFICATION

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

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

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

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

A. All serving employees and pensioners of Department of Post (DoP) and Department of Telecom (DoT) shall have to abide by the CGHS rules and guidelines to become a member of the Scheme. They shall have to pay the requisite contribution as per the prevailing rates prescribed by the Ministry of Health and Family Welfare/CGHS. DoP and DoT will take necessary action to inform their employees and pensioners in this regard.

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

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

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

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

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

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

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

Sd/-  
(V.P. Singh)  
Deputy Secretary to the Government of India

---

---

## Reply

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

Dak Bhawan, Sansad Marg  
New Delhi dated the 1<sup>st</sup> May, 2013

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

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

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

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

Copy to:

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

---

---

Tel : 011-25683476  
Mil : 36833

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

B/49773/AG/ECHS/Rates Policy

15 October, 2013

Regional Centre ECHS  
Mumbai

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

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

Sd/-  
(Vijay Anand)  
Col  
Dir (Med)  
for MD ECHS



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

Nirman Bhavan,  
New Delhi-110108

Dated the 25th June, 2013

#### OFFICE MEMORANDUM

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

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

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



---

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

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

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

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

To

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

Copy for information to:

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

---

---

## LTC Related Orders

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

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

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

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

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

#### CIRCULAR

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

Dated: 28/05/2013

To

All PCsDA/CsDA/IFA's

PCof A(Fys) Kolkata

(Through CGDA Mail server)

**Subject :** Home Town LTC to employees whose headquarter and home town and within the same district.

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

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

4. All LTC Claims may be regulated accordingly.

Sd/-  
(Chitra Mahendrar)  
For CGD

(Source: [www.pcafys.gov.in](http://www.pcafys.gov.in))

#### Reference orders...

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

---

---

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

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

Ministry of Finance

Department of Expenditure

New Delhi, the 18th September, 2013

**OFFICE MEMORANDUM**

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

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

**2.1 Cut in Non-Plan expenditure:**

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

**2.2 Seminars and Conferences:**

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

**2.3 Purchase of vehicles:**

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

---

---

## 2.4 Domestic and Foreign Travel:

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

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

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

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

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

## 2.5 Creation of Posts:

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

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

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

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

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

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

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

---

---

#### **4. Balanced Pace of Expenditure:**

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

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

(i) Advance payments to contractors under terms of duly executed contracts so that Government would not renege on its legal or contractual obligations.

(ii) Any loans or advances to Government servants etc. or private individuals as a measure of relief and rehabilitation as per service conditions or on compassionate grounds.

(iii) Any other exceptional case with the approval of the Financial Advisor. However, a list of such cases may be sent by the FA to the Department of Expenditure by 30th April of the following year for information.

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

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

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

#### **7. Compliance**

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

Sd/-

( R.S.Gujral )

Finance Secretary

---

---

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

\*\*\*

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

**OFFICE MEMORANDUM**

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

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

Sd/-

(K.R. Sharma)

Under Secretary to the Government of India

To,

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

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

---

---

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

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

**OFFICE MEMORANDUM**

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

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

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

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

Sd/-  
(Subhash Chand)  
Deputy Secretary to the Government of India

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

Copy to:

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

---

---

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

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

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

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

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

Sir,

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

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

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

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

Source : [www.esic.nic.in](http://www.esic.nic.in)



---

---

**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

**(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/Special Exam/Postman/MTS/Year 2009 to 2012/1/2013

Date : 16-04-2013

To,

The Secretary (P), Department of Posts,

Dak Bhawan, Sansad Marg,

New Delhi-110001

**Subject : Request to conduct special examination for recruitment**

to the Postman & MTS cadres for the **years 2009, 2010, 2011 and 2012**

to avoid recurring vacancies due to leaving of qualified employees of high standard

Respected Sir/Madam,

It has come to the notice of the Union that the Postman & MTS Examination conducted for, from GDS to MTS and Postman, MTS to Postman, the question paper set in these examinations were very tough. Resultantly, the employees of GDS, MTS and Postman cadre found it difficult to answer the question paper of high standard and their hopes to get through the examination **were minimal**. It is assumed that the **question papers were set** on the pattern of CBSC Board, New Delhi, **by highly qualified IPS Officer** or by some Authority having no knowledge of the educational standard of the aspirant examinees. Specially, a point ought to have been taken into consideration regarding the **daily routine** of the GDS, MTS & Postman employees who have to devote major portion of his day for their duty performance. Further, mostly the employees on these categories belong to economically backward class and cannot afford to go to the classes and also do not have sufficient time margin for studying the **prescribed**

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

(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/Special Exam/Postman/MTS/Year 2009 to 2012/1/2013

Date : 16-04-2013

- 2 -

**curricular.** It is a fact, that all over India there are **about 2,68,000 GDS employees**, these employees have earned and learned sufficient work of Department and have become assets to the Department. In addition, these employees are hardworking, honest and sincere.

1. On the contrary, in case of direct recruitment in the cadre of Postman and MTS the recruitment is done on the basis of **percentage of marks in qualifying examination** and also with some other manner involving undesired elements. Wherever, the recruitment is based on the percentage of marks the **meritorious candidates are selected** who seek more remunerative jobs and leave the Government Service after a short period, this results in recurrence of **vacant posts and dislocation of routine work**, causing to take fresh recruitment and also additional expenditure for the purpose.
2. It is a fact that **GDS workers** are having **good knowledge of Departmental works** and being in need of employment it is **unlikely** that they **will leave the service** in very short period. Alternately, it is **also financially beneficial to the Department** because after serving 10 to 15 years in the GDS cadre **they will be ineligible for MACP II & III**, as per the **condition of the 6th CPC**.
3. In case, if the Department requires fresh and energetic employees to serve, the **recruitment condition to appear for examination** for promotion for GDS may be **relaxed** and the same should **be reduced to two to three years for eligibility** to appear for examination in promotional cadre instead of 5 years and **eligibility to appear for seniority** in promotional cadre should **be reduced to 10 years** instead of 15 years .

---

---

**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

**(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/Special Exam/Postman/MTS/Year 2009 to 2012/1/2013

Date : 16-04-2013

- 3 -

In the background of submission made above, it is requested that -

1. To fill up the vacancies for the years 2009 to 2013 in the Postman and MTS cadre a **special examination only for GDS/MTS employees** may be conducted.
2. The **question paper** may be set on the basis of practical and relevant work routinely done by the **regular MTS and Postman employees**.
3. The work of **setting question paper** may be got done by a **promotee officer** who is having practical knowledge of the nature of work being done by the MTS and Postman employees.

It is hoped that the suggestions made on practical observation and experience would be given close, kind and positive consideration and Union obliged with a kind reply.

Thanking you,

Yours Sincerely

Sd/-

(T.N. RAHATE)

General Secretary and

President FNPO

---

---

**U.N.I.**

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

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

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

**(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/FNPO/Proposed Retirement Age/1/2009-10

Date : 25-08-2009

To,

Shri Manmohan Singhji  
Hon'ble Prime Minister of India,  
Sansad Bhawan, New Delhi-110 001

**Subject : Suggestions towards proposed increase in the retirement age of the  
Central Government Employee from 60 to 62 years**

Hon'ble Prime Minister,

This is regarding Government proposal to increase the retirement age of the Central Government Employees from 60 to 62 years. The **undersigned Shri T.N. Rahate, President of FNPO affiliated to 'INTUC'** do hereby would like to place some suggestions for your kind consideration. In this connection, I have also addressed to your Kind Honour on earlier occasions vide letters dated 12-11-2007 followed by reminder dated 16-1-2008.

Sir, myself being the President of FNPO and General Secretary of NUPE Postmen and Group 'D', I have **personally traversed in the nook and corner of the India** and have come in close contact with Government employees and other people of India, and therefore, a general **opinion that is prevalent in the country is known to me**. Sensing the sentiments and plight of Indian public, specially the young generation, the unemployed youths, I have few suggestions to make.

Sir, there is **great increase in population** and consequently an increase in number of **educated/uneducated unemployed youths** who are in need of job. **If the Government increases the retirement age there will be fewer job opportunities available to the unemployed youth which will lead to frustration among these unemployed youth. Therefore, my Union is not in favour of increasing the retirement age from 60 to 62.**

Actually, the farsighted **Britishers** had kept retirement age at **55 years** because they knew the physical capacity of an average Indian. But after Independence, in the era of **Pandit Jawaharlal Nehru, the first Prime Minister of India, the retirement age was extended to 58 years.**

In the year 1962 Indo-China war broke out. More and more people were eager to join the army and serve the country. Alongwith this there were many textile mills and other industries doing good business. The people working in mills and industries were drawing more salary than the people working in Government Department.

**National Union of Postal Employees Postmen & Group-D/Multi Task Staff**

(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/FNPO/Proposed Retirement Age/1/2009-10

Date : 25-08-2009

- 2 -

During that time the population of India **was limited and there were many job opportunities available for employment.** The common man were more healthy than the man of today because of less pollution and stress. Even the working capacity of Government Servant was much better, so the decision of the Nehru Government to extend the retirement age upto 58 years was correct.

I would like to point out that during the **BJP regime**, the retirement age of Government employees was increased **from 58 to 60 years** without giving a thought to minimise the unemployment or to improve the condition of younger generation. Actually the aim of that Government was to save government expenditure, but this too was not achieved. On the contrary, **there was increase in unemployment and the young generation became angry.** As a result, the regime of **BJP faced defeat.**

Since our **Federation and Employees Union is affiliated to 'INTUC'** we place great **confidence and reliance on** the ability of the **Hon'ble Prime Minister** for steering the nation to great prosperity alongwith young blood like **Shri Rahul Gandhi and Smt. Priyanka Gandhi Vadera.**

We all feel in general that **if the retirement age is reduced to 55 years of age, large number of vacancies will be available**, which can be replaced by unemployed educated young people. It is also suggested that, if thought appropriate, **after the age of 55 years** the person may be made subject to **medical check-up** for continuation in Government service upto the age of 58 years. He may also be made subject to second medical check-up **till the age of 60 years.**

Therefore, my Union insist that -

1. Since there is great increase in population and consequently an increase in number of educated/uneducated youths, the **retirement age should be kept at 58 years.**
2. The **Government has introduced Information Technology** in all Government Departments, the **educated computer literate youth are more eligible and efficient** to increase the pace of this new initiative and **therefore every Government Department requires youth force urgently** to provide better services to the public.
3. **Retirement at the appropriate age will be beneficial to the Government in two-fold**, like saving in salary amount. For example, a **senior employee is being paid Rs. 20,000/- to 25,000/-** and the **new employee will be paid around Rs. 10,000/-**. And secondly, a new employee being in his prime youth will be more active, agile and being associated with modern technology will be a great asset to the nation.
4. Since the new employee will be paid less salary than the senior employee, there will be counter saving in Government expenditure to the tune of Rupees Six thousand to

## National Union of Postal Employees Postmen & Group-D/Multi Task Staff

(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/FNPO/Proposed Retirement Age/1/2009-10

Date : 25-08-2009

- 3 -

Rs. Ten thousand per month. As per recommendations of the VIth CPC a Government employee will become eligible for Pension benefit after a service of ten years and full benefit after a service of 20 years. There is no compulsion to serve for 33 years for pension. Therefore the officer of IAS & IPS cadres can be replaced by young and energetic successors. For senior IPS and IAS officers suitable incentive for retirement age may be considered and implemented.

5. If a person is made to retire between the age of 55 to 58 years, he may be given an incentive in Pension Payment. He may be given a NSC/K.V.P. certificate or suitable value or his future amount of incentive may be kept in **MIS** for stipulated period.
6. If the **retirement age is reduced** it will help to solve the problems faced by **unemployed young people** and **will minimise** the frustration prevalent among them. This will also prevent them **from indulging in criminal activities**. The above suggestions **will definitely put a crowning feather in the cap of the Congress Government**.

In sum and summary, my Union vehemently **oppose** to the proposal of increase in the retirement age from **60 to 62 years**. It is hoped that kind and closed consideration would be given to the suggestion made above by obliging with a acknowledgement to the undersigned.

Thanking you,

CC for information

1. Shri Pranab Mukherjee  
Finance Minister
2. Shri Rahul Gandhi  
Yuvak Neta, Congress Party  
General Secretary
3. Smt. Sonia Gandhi  
President Congress Party  
New Delhi
4. Smt. Pratibha Patil  
President of India

Yours Sincerely

Sd/-

(T.N. RAHATE)

President FNPO and  
General Secretary,  
NUPE P-IV, Group 'D'

---

---

**GOVERNMENT'S REPLY FOR THE  
LETTERS WRITTEN BY GENERAL SECRETARY**

सं. 63/ईV/2013

भारत सरकार  
वित्त मंत्रालय  
व्यय विभाग

नई दिल्ली, 6 अगस्त, 2013

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

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

- सही -

अनुभाग अधिकारी (ईV)

संलग्न : यथोक्त

सेवा में

Department of Personnel and Training  
North Block  
New Delhi

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

---

---

## **No proposal to increase the retirement age to 62 from 60 years. The Ministry is not working on any such proposal''**

### **No plan to increase Central Govt Employees' Retirement age: Zee News**

A hot news is coming from Zee News that DoPT has not been working on any proposal to increase the retirement age to 62 from 60 years for Central Government Employees. A senior official from DoPT has confirmed the above news to media and also clarified that a committee has been formed for increase the retirement age of specialists in scientific and medical fields (scientists) to 64 years. Last updates from parliament question session is also indicating that there is no proposal under consideration in this regard.

The news article of Zee News, which is showing updation time of 13.28 of 16th June, it means it is very latest news in this regard, the text of the said news is reproduced below:-

**New Delhi :** Central government employees are in for a disappointment as the Centre is at present not considering any move to raise the retirement age to 62 years.

A senior official in the Ministry of Personnel, Public Grievances and Pensions, which acts as nodal department for personnel matters, said **there was no such proposal to increase the age for superannuation of government employees.**

**"There is no proposal to increase the retirement age to 62 from 60 years. The Ministry is not working on any such proposal,"** the official said.

Recent media reports claimed that the Ministry has written to Prime Minister's Office for raising the retirement age and sought the Union Cabinet's nod for the purpose.

There are about 50 lakh central government employees working in various departments across the country.

Officials in the Ministry said increasing retirement age requires a detailed consultation with all stake holders and discussion with the Finance Ministry.

Without the Finance Ministry's permission, the matter cannot not be processed, they said.

At a time when government is working on austerity drive by cutting expenditure and putting in efforts to rein in current account deficit (CAD), **the move to increase retirement age will also burden the exchequer's kitty, they said.**

The CAD, which is the difference between the inflow and outflow of foreign currency, had touched a record high of 6.7 per cent in the October-December quarter of 2012-13 on the back of rising oil and gold imports.

The retirement age for a majority of central government employees is 60 years. However, the age for retirement in case of teachers and scientists is 62 years.

The age of superannuation in states like Madhya Pradesh, Chhattisgarh and Assam is also 60 years.

**In a related development, the government has decided to further increase the retirement age of specialists in scientific and medical fields (scientists) to 64 years.**

"A Committee has been formed under the chairmanship of Cabinet Secretary by Prime Minister Manmohan Singh for the purpose," said another Personnel Ministry official.

(Source : Zee News)



---

---

**Non-implementation of Orders of  
Chief General Manager, Mail Business, CGM (MB)**

To,

Smt. P. Gopinath, IPS,  
Secretary, Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110 001

Date : 08-10-2013

**Subject : Non-implementation of Orders of Chief General Manager,  
Mail Business, CGM (MB) issued before 1½ years to all CPMG/PMG in  
R/O review of all delivery offices for postmen Posts taking into consideration of  
measuring foot beat of Postmen and finalisation of review and declaration of  
additional justified posts of Postmen/MTS intimated to the Directorate.**

Respected Madam,

From Directorate, i.e. Chief General Manager, Mail Business CGM (MB) issued Orders before 1½ years to all the CPMG/PMG for review of all delivery post offices in R/O Postmen MTS Staff taking foot beat measurement of Postman and all CPMG/PMG were instructed to complete the review in time bound manner and result of review in final number of additional justified posts be **intimated to Directorate**. But, this has not been done in all Circles. For example, **Maharashtra, Gujarat, Andhra Pradesh, West Bengal even Karnataka Circle**. So **all metro cities have not completed** the review.

Due to **shortage of Postman staff** the delivery position is **not good**. For prompt and efficient delivery we need staff, unfortunately, officers of high ranks are **not taking this matter seriously**.

Now and then CPMG/PMG are being addressed from Directorate. If CPMG/PMG give the correct position of **additional justified post** we can ask **Finance Minister** for special recruitment.

Our Union **do not want to go for agitation against Department at this stage**.

It is therefore requested for cause issue strict instructions to **all concerned CPMG/PMG** to complete the review in time bound manner **to avoid further complications** in the matter.

Kindly acknowledge the letter.

Thanking you,

Yours Sincerely

Sd/-

(T.N. RAHATE)

General Secretary and  
President FNPO

CC for information and necessary action

1. All Chief Postmaster Generals
2. **All CWC Members/Circle Secretaries**

They are instructed to contact the CPMG/PMG of their HQ/ Region and request them to make the review of **all Delivery offices** of Postmen/MTS with **measuring foot beat** of Postman and arrange to send the final result of additional justified posts of their Circle/Region to Directorate please.

आपसे निवेदन है कि आप CPMG से मिलकर अपने सर्कल के सारे डिलीवरी पोस्ट ऑफिस की रिवीजन पोस्टमैन की बीट की चाल नाप कर फायनल करें व DG ऑफिस में भेजने के कोशिश करें ताकि ज्यादा-से-ज्यादा पोस्टमैन भर्ती करने के आदेश सरकार से जल्द-से-जल्द लिया जाये।

Sd/-

(T.N. RAHATE)

General Secretary and President FNPO

---

---

## General Secretary Letter Addressed to Secretary (P)

To,

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

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

Respected Madam,

It is learnt that the earlier facility allowed to the Central Government Employees to avail of medical treatment in the **Authorised private hospital** has since been **withdrawn**. This means that the Central Government Employees are required to take **medical treatment** only in Government Hospitals. This restriction is likely to put the Central Government Employees to great inconvenience and disadvantages.

It is a known fact that the **Government Hospitals** are mostly overcrowded and the staff in the hospitals are arrogant and adamant. Even in the emergency cases the patient is made to undergo the prescribed procedure at the **risk of life of the patient**. Besides, in taking treatment in the Government Hospital the patient is required to incur necessary medical expenditure from his own pocket and the reimbursement is complied with after a gap of long period that to according to the prescribed rate admissible which are generally lower than market rates for medicines, **injection and dietary expenditure**, the quality of medicines are also of low value and mostly ineffective. This situation is also equally applicable to the **CGHS dispensary**. As per the **experience** of the employees many **CGHS dispensaries** are found to be **out of medical medicines** necessary for the **recuperative of the staff**. Due to mental, physical and pecuniary problems the Central Government Employees staff is succumbing to **various elements like BP, TB, cancer, diabetic, kidney problems etc**. The AMA appointed by the Department are also found under pressure and obligations of the instructions issued by the Government. Due to **overcrowding in the Government Hospital** a very long time is required to be spent in the hospital to get the treatment. Due to obligation of duty a Government Employee cannot afford to spent long time at the Government Hospital. In the context of above background my Union suggests following measures-

1. Each and every Government Servant may be covered with **mediclaim policy** according to their category (minimum 10 Lakhs).
2. The contribution made for **mediclaim policy** may also be included in the rebate limit for the **IT (Income Tax)**.
3. The mediclaim policy may be made applicable to the family of the Government Servant as defined in the word ability.
4. It may be strictly ensured that the **remittance of** due to the **mediclaim company** may be **timely and regularly** be sent to the **mediclaim company directly**.

It is hoped that the **suggestions** made above would be given kind and close consideration with modification as deem fit.

Thanking you,

Yours Sincerely  
Sd/-

(T.N. RAHATE)

General Secretary and President FNPO

---

---

**GENERAL SECRETARY'S LETTER  
ADDRESSED TO SECRETARY (P)**

**Immense work pressure, stress and agony which is  
becoming unbearable day-by-day due to insufficient staff  
pushing the employees to an extent to think suicide as a last option**

Ref. No.: NU/P-IV/Recruitment/Postman/Group 'D' MTS/3/2013 .....

Date : 05-09-2013 .....

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

**Subject : Non-implementation** of the Orders issued by the Directorate, New Delhi,  
in respect of **recruitment to the vacant post of Postman & MTS  
for the year 2009 to 2013 - reg.**

Respected Madam,

During the visits of the undersigned to the different Circles it was observed that despite of issue of clear instructions regarding filling up of **100% vacant posts** in the category of Postman and MTS it is noticed that only the **Delhi and HP Circles** have complied with the said Order.

In majority of Circles the said Order for recruitment is given a tepid look and consideration. This negative attitude on the part of the Administrative Authorities has worsened the efficiency of the **delivery work** and calling avoidable ire from the members of public, besmirching the image of the **Postal Administration** as a whole.

Besides, the **Postman and MTS staff** are treated as beasts of burden. Consequently, there has been avoidable friction squabble between the Administrative and operative staff. This has also **cause to fabricate remarks unintentionally** in case of **nondelivery** of Postal items. The local Authorities are in **no mood to consider** the unmanageable load of work handled by the delivery staff. Consequently, the delivery staff is made to face disciplinary action and also the resulting penalty.

The present **scenario in the Country** is that many **small villages are converted into small town and citadels**. The rural area is fast urbanised into town and cities. Contrary to this scenario there is no device provided to the field officials and no scientific mechanism has so far been evolved to **measure the footwalk** and the beat distance of the field staff. The revision cases are based on faulty and erroneous **data statistics** by the Administration sitting in the chambers of the office building. The Postman Committee appointed to look into the matter threadbare is also not in a position to **see early solution for the woes of the delivery staff**.

In this connection, Postal JCA has already submitted a joint memorandum to your Honour detailing the burning problems of the concerned delivery Postmen & Group 'D'/ MTS Staff. However, the matter is not taking further movement.

---

During the visit of the undersigned to **several Circles in the Country**. The undersigned was pained to look at the plight of delivery staff and also MTS staff. The staff was in a mood of resentment and the uneasiness on their part was seen to be simmering. The staff is putting blame on the Union representatives inability to convince the factual state of affairs to those in the seat of higher Authority.

Madam, it is requested to all the CPMG's, PMG's, DPS, SSPO and other officials that **many employees are on the verge of suicide due to stress and agony faced by them at their workplace**. Many employees are **complaining to us regarding the heavy load of work and rough and rude behaviour of the higher Authorities**. But recruitment process at CPMG level is not being done, this is quite distressing.

It is observed that CPMG, PMG and DPS are not implementing your Orders seriously. The Orders for filling up vacant post of Postman post are given since 1<sup>1/2</sup> and 2<sup>1/2</sup> years back but still 100% recruitment has not been done in any Circle by any Circle Head, CPMG, PMG, DPS. Instead, **employees are forced to do the additional computer work, PLI policy work, RD work** etc. And also Punjab pattern is followed to measure the time taken by a postman to complete the task. All these irregularities are forcing the Union for agitation, but the Union is not in favour of agitation because it will create more hardship to the poor employees. But there is **immense work pressure and the employees are pushed to an extent to think suicide as a last option due to stress and agony which is becoming unbearable day-by-day**. The situation in detail can be explained to you, but right now it is urgently requested to please issue Orders to all CPMG to complete the 100% recruitment of Postal/MTS within 30 days or to face strict action against them.

It is therefore reiterated that the subordinate Authority CPMG, PMG, DPS etc. may kindly be again reminded to implement meticulously the Orders, directives, instructions emanating from your august office.

It is hoped that kind close and compassionate consideration is given in respect of submission made above.

Thanking you,

Yours Sincerely  
Sd/-  
(T.N. RAHATE)  
General Secretary and  
President FNPO

CC for information and necessary action

1. To all Circle Secretaries

---

---

**No.1/13/09-P&PW (E)**  
**Government of India**  
**Ministry of Personnel, P.G. & Pensions**  
**Department of Pension & Pensioners' Welfare**  
**3rd Floor, Lok Nayak Bhawan,**  
**Khan Market, New Delhi,**  
**the 11th September, 2013.**

**OFFICE MEMORANDUM**

**Sub: Eligibility of widowed/divorced daughters for grant of family pension - clarification regarding.**

Provision for grant of family pension to a widowed/divorced daughter beyond the age of 25 years has been made vide OM dated 30.08.2004. This provision has been included in clause (iii) of sub-rule 54 (6) of the CCS (Pension), Rules, 1972. For settlement of old cases, it was clarified, vide OM dated 28.04.2011, that the family pension may be granted to eligible widowed/divorced daughters with effect from 30.08.2004, in case the death of the Govt. Servant/pensioner occurred before this date.

2. This Department has been receiving communications from various Ministries/ Departments seeking clarification regarding eligibility of a daughter who became widowed/divorced after the death of the employee/pensioner.

3. As indicated in Rule 54(8) of the CCS (Pension) Rules, 1972, the turn of unmarried children below 25 years of age comes after the death or remarriage of their mother/father, i.e., the pensioner and his/her spouse. Thereafter, the family pension is payable to the disabled children for life and then to the unmarried/widowed/divorced daughters above the age of 25 years.

4. It is clarified that the family pension is payable to the children as they are considered to be dependent on the Government servant/pensioner or his/her spouse. A child who is not earning equal to or more than the sum of minimum family pension and dearness relief thereon is considered

---

---

to be dependent on his/her parents. Therefore, only those children who are dependent and meet other conditions of eligibility for family pension at the time of death of the Government servant or his/her spouse, whichever is later, are eligible for family pension. If two or more children are eligible for family pension at that time, family pension will be payable to each child on his/her turn provided he/she is still eligible for family pension when the turn comes. Similarly, family pension to a widowed/divorced daughter is payable provided she fulfils all eligibility conditions at the time of death/ineligibility of her parents and on the date her turn to receive family pension comes.

5. As regards opening of old cases, a daughter if eligible, as explained in the preceding paragraph, may be granted family pension with effect from 30th August, 2004. The position is illustrated through an example. Shri A, a pensioner, died in 1986. He was survived by his wife, Smt. B, a son Shri C and a daughter, Kumari D, the daughter being the younger. Kumari D married in 1990 and got widowed in 1996. Smt. B died in 2001. Thereafter, Shri C was getting family pension, being disabled, and died in 2003. Thereafter, the family pension was stopped as Kumari D was not eligible for it at that time. She applied for family pension on the basis of O.M., dated 30th August, 2004. Since she was a widow and had no independent source of income at the time of death of her mother and on the date her turn came, she may be granted family pension. The family pension will continue only till she remarries or starts earning her livelihood equal to or more than the sum of minimum family pension and dearness relief thereon.

6. This is only a clarification and the entitlement of widowed/divorced daughters would continue to be determined in terms of O.M., dated 25/30th August, 2004, read with O.M., dated 28.4.2011.

Sd/-

(D.K. Solanki)

Under Secretary to the Government of India

Tel. No. 24644632

1. All Ministries/Departments of the Government of India
2. O/o The Comptroller & Auditor General of India
3. O/o The Controller General of Accounts, Lok Nayak Bhavan, New Delhi.
4. Pensioners' Associations as per list maintained in the Department
5. All Officers/Desks

---

GOVERNMENT OF INDIA  
MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY  
LOK SABHA

UNSTARRED QUESTION NO 2731

ANSWERED ON 13.03.2013

**POST OFFICES IN RENTED BUILDINGS**

**2731 . Shri S. SEMMALAI/OM PRAKASH YADAV/P.R. NATARAJAN**

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

- (a) the details of number of post offices and telegraph offices functioning across the country at present separately in own building or rented building, State-wise;
- (b) the expenditure incurred on rent on the posts and telegraph offices functioning in rented buildings, State-wise;
- (c) the action taken by the Government to construct their own building to shift the Posts and Telegraph Offices from rented buildings;
- (d) whether the Government has launched housing scheme for Posts and Telegraph Office employees; and
- (e) if so, the details thereof and the action taken in this regard so far, State-wise?

**ANSWER**

**THE MINISTER OF STATE IN THE MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY (DR. (SMT.) KILLI KRUPARANI)**

- (a) The details of number of Post Offices and Telegraph Offices, State-wise functioning across the country at present separately in own buildings and rented buildings is enclosed as per Annexure-I.
- (b) The information regarding the expenditure incurred on rent on the Posts and Telegraph Offices, State-wise functioning in rented buildings is enclosed as per Annexure-II.
- (c) The construction of own buildings to shift the Posts and Telegraph Offices is an ongoing activity. Government is taking action to construct their own buildings to shift the Post and Telegraph Offices from rented buildings by making a plan activity of compiling such cases, thereafter making a priority list followed by approval of Expenditure Finance Committee subject to the availability of funds from Planning Commission.
- (d) No, Madam.
- (e) Does not arise

LOK SABHA ANNEXURED UNSTARRED QUESTION NO. 2731 DATED 13.03.2013

## Annexure - I

**Statement showing details of number of Post Offices and Telegraph Offices functioning across the country at present separately in own building or rented building.**

S. No.	Name of State	No. of Post offices functioning in		No. of Telegraph offices functioning in	
		Departmental Buildings	Rental Buildings	Departmental Buildings	Rental Buildings
1	Andhra Pradesh	306	2016	0	0
2	Arunachal Pradesh	23	11	0	0
3	Assam	158	475	0	0
4	A & N Island	10	17	1	0
5	Bihar	171	800	10	1
6	Chhattisgarh	43	277	1	0
7	Delhi	123	214	4	2
8	Goa	79	15	0	0
9	Gujarat	249	1094	0	0
10	Haryana	75	354	4	0
11	H. P	76	370	0	
12	J & K	34	200	8	0
13	Jharkhand	69	329	11	
14	Karnataka	370	1313	0	0
15	Kerala	242	1216	0	0
16	Madhya Pradesh	197	786	1	0
17	Maharashtra	539	1483	1	0
18	Manipur	7	47	0	0
19	Meghalaya	19	32	0	0
20	Mizoram	10	27	0	0
21	Nagaland	10	26	0	0
22	Orissa	146	948	7	0
23	Pondichery	8	19	0	0
24	Punjab	137	526	13	0
25	Rajasthan	287	930	0	0
26	Sikkim	5	13	0	0
27	Tamil Nadu	278	2251	2	0
28	Tripura	22	47	1	0
29	Uttar Pradesh	325	2059	3	0
30	Uttarkhand	51	297	0	0
31	West Bengal	218	1466	0	0
	Grand Total	4287	19658	67	7



Annexure - II  
**Statement showing details of the expenditure incurred  
during the year 2011-12 and current year (upto Feb., 2013) on rent  
on the Post and Telegraph Offices functioning in rented building.**

(Rs. in Lacs.)

Sl. No.	Name of the State	Expenditure incurred on rent on the posts offices functioning in rented building		Expenditure incurred on rent on the telegraph offices functioning in rented building	
		2011-12	2012-13 (up to Feb. 13)	2011-12	2012-13 (up to Feb. 13)
1	Andhra Pradesh	536.71	490.76	0	0
2	Arunachal Pradesh	2.14	2.64	0	0
3	Assam	125.17	118.47	0	0
4	A & N Island	2.46	2.25	0	0
5	Bihar	127.77	125.73	0.79	0.68
6	Chhattisgarh	55.06	53.32	0	0
7	Delhi	131.84	166.23	1.53	0.40
8	Goa	9.59	11.44	0	0
9	Gujarat	206.21	206.20	0	0
10	Haryana	62.48	78.08	0	0
11	Himachal Pradesh	57.93	56.84	0	0
12	J & K	58.47	49.72	2.54	2.32
13	Jharkhand	51.47	56.98	0	0
14	Karnataka	344.00	344.21	0	0
15	Kerala	350.87	329.05	0	0
16	Madhya Pradesh	132.14	130.70	0	0
17	Maharashtra	523.33	516.65	0	0
18	Manipur	14.91	13.10	0	0
19	Meghalaya	16.28	15.27	0	0
20	Mizoram	11.53	12.05	0	0
21	Nagaland	9.25	1.54	0	0
22	Orissa	175.46	181.20	0	0
23	Pondichery	1.86	1.80	0	0
24	Punjab	106.00	104.10	0	0
25	Rajasthan	296.77	229.05	0	0
26	Sikkim	7.58	6.64	0	0
27	Tamil Nadu	635.82	597.42	0	0
28	Tripura	12.42	11.72	0	0
29	Uttar Pradesh	372.09	384.95	0	0
30	Uttarkhand	62.69	67.65	16.63	14.32
31	West Bengal	358.00	340.16	0	0
	Grand Total	4858.30	4705.92	21.49	17.72

Source: Lok Sabha Q&A

Link for Annexure: <http://164.100.47.132/Annexure/lcq15/13/au2731.ht>

---

---

## **IMPORTANT POINTS TO BE CHECKED BY SUB DIVISIONAL HEADS DURING THEIR VISIT TO SUB POST OFFICE.**

### **MAILS AND PROJECT ARROW**

1. Mail in deposit - check the remarks given by Postman on deposit mail, arrange delivery of mail by contacting the addressees over phone, if possible.
2. Check whether mail has been date stamped before delivery?
3. Check the quantity of stamping and take appropriate action to improve the quality of stamping.
4. Check whether opening of mail bags is done properly. Check whether unpaid, missent and deliverable mails are segregated properly.
5. Check % of RTS mail. Check % of missent mail and take action to improve the % of RTS and missent. Check that RFD targets are being achieved by the SO (in case of project arrow office)
6. Check the returns from Postman and satisfy yourself that Postman has taken all efforts to deliver the mail.
7. Check whether "Unpaid Taxation Register", "Bag Opening Register" are maintained properly.
8. Check whether Due Mail and Sorting List is on records and whether it requires any changes?

### **ACCOUNTS**

9. Check whether Memo of Authorized balances is on records and does it require any changes? If so review and get it reissued.
10. Check whether SO is having stock of Postage stamps and stationery as authorized in Consolidated Memo of Authorized Balances?
11. Check whether SO is supplying the stamps and stationery to BOs as per Memo of Authorized Balances and whether any BO is having the stock of stamps less than the authorization. If so, get the supply made by SO immediately.
12. Check whether stock of IPOs is being replenished by the HO as per Memo of IPOs sold. Check whether SO is having stock of IPOs as per authorization.

### **SAVINGS BANK AND CBS**

13. Check whether signature scanning is completed.
14. Check whether stock of NSCs is available at SO as per authorization and SO is having sufficient stock of NSCs of small denominations.
15. Check whether staff on the counter is aware about the target of SO and he/she is making all efforts for opening of new accounts against closed one and issue of certificates against discharged one.
16. Check whether the stock of Passbooks is available with SO commensurate with target allotted to SO.
17. Check what is the ratio for closure to open accounts of the SO. Try to improve the ratio by opening of 4 accounts against each closed account.
18. Check the Minus Balance cases status and take appropriate action.
19. Check the SBCO objection status and take appropriate action.
20. Check the status for data migration from SO to HO.

### **OTHER POINTS**

21. Check the position of targets and achievements of SO for various types of targets.
22. Check whether drill cloth of the stamp pads has been changed and quality of stamping is good.
23. Check whether the current and old record has been kept properly and neatly.
24. Check whether the deposit mail is kept in custody properly.
25. Check the general cleanliness of the SO to see that the SO is in presentable condition.

### **TECHNOLOGY**

26. Check whether the SPM and the staff working on computers is having the knowledge about departmental software.
27. All modules are being used by the SO and proper manner.
28. All communications are being done by the SO properly and timely.
29. Whether the stock of items shown in system and actual stock held by the SO are matching. If not, get it rectified.
30. Check whether all PCs and printers are working properly.

**(Source : IPASP MAH)**

---

---

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



**ANIL KUMAR**  
**Dy. Director General (Establishment)**



महिला सशक्तिकरण वर्ष  
Women's Empowerment Year 2001

D.O. No.

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

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

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

**Dated 12<sup>th</sup> Aug 2013**

Dear Sir/Madam,

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

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

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

With warm regards,

Yours sincerely,  
Sd/-  
(Anil Kumar)

All Heads of Circle (By Name)

---

---

## **Temporary Employees joined before Jan, 2004 and regularised in NPS will eligible for Pension & GPF: CAT**

### **Central Administrative Tribunal relief on pension for 16 IGCAR employees**

**Chennai:** The Madras bench of the Central Administrative Tribunal has directed the Indira Gandhi Centre for Atomic Research (IGCAR), Kalpakkam, to provide GPF and other benefits under Central Civil Service (Pension) Rules 1972 to 16 employees absorbed as temporary workers in 1999.

In a petition, K. Punniyakoti of Kalpakkam and 15 others prayed for a direction to the Central Government and IGCAR to extend to them the benefit of pension under the old government pension scheme. The petitioners contended that they were granted temporary status in 1999. On September 9, 2008, they were appointed as casual labourers in the grade of 'helper A'.

As per the order, 50 per cent of the service rendered under temporary status would be counted for retirement benefits. After rendering three years of continuous service after conferment of temporary status, the casual labourers would be treated on a par with group D employees for the purpose of contribution to general provident fund. They were appointed in temporary category and subsequently regularised between May 2005 and November 2005.

Meanwhile, the government introduced the new pension scheme in April 2004 and the employees who joined service after January 1, 2004 were to be covered under the new scheme. In its reply, IGCAR argued that the employees who joined service after January 1, 2004 would be governed by the new pension scheme. Employees who joined service prior to January 1, 2004 were governed by the general provident fund /contributory provident fund as per the Central Civil Service (Pension) Rules 1972.

The judicial member of the bench, B. Venkateswara Rao directed IGCAR to apply provisions of the Central Civil Service (Pension) Rules 1972 in respect of the employees and extend benefit under GPF rules. The bench also directed IGCAR to deduct monthly subscription regularly without interruption. The order is to be complied with within two months.

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

---

---

**Duty on Sundays/holidays in delivery offices -  
Held in abeyance until further orders.**

Government of India  
Ministry of Communications & IT  
Department of Posts  
Mail Business Division

Dak Bhawan, Sansad Marg  
New Delhi-110001

No. 34-03/2013-D Dated 11-07-2013

To  
All Heads of Circles

**Sub:- Need to ensure prompt delivery of mail on the day of receipt at the Post Offices.**

This has reference to the Directorate D. O. letter of even no. dated 19-06-2013 on the above subject vide which Circles were asked to bring skeleton staff on Sundays/ holidays on duty so that accountable mails can be processed and kept ready in advance to be included in the first delivery of next working day.

2. In this connection, it is intimated that the Directorate is further examining the issue of calling skeleton staff on duty on Sundays/ holidays for processing of mail.

3. Instructions regarding calling of skeleton staff on Sundays/holidays in delivery offices for processing of accountable mail are, therefore, held in abeyance until further orders.

4. However, other instructions contained in Directorate DO letter of even no. dated 19-06-2013 will continue to be operative.

Sd/-  
( B Gajbhiye)  
Assistant Director General (MO)

**Gazette Notification No. N 656 dt. 24th November 1995  
regarding compulsory installation of letter delivery boxes  
on the ground floor**



सत्यमेव जयते

Pratibha Nath  
Director (PO&I)

F.No. 2-2/2013-P

भारत सरकार  
संचार एवं सूचना प्रौद्योगिकी मंत्रालय  
डाक विभाग  
डाक भवन, नई दिल्ली-110 001

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

Dated : 10.7.2013

Respected Sir,

A copy of the Gazette Notification No. N 656 dated 24th November 1995 regarding 'Manner of delivery of postal articles' is enclosed herewith. The notification mandates compulsory installation of letter delivery boxes on the ground floor of multi-storeyed apartments/buildings for delivery of fully prepaid envelopes, inland letter, cards, post cards, aerogram, book packets and sample packets, acknowledgement cards and registered newspapers.

2. Secretary (Posts) has observed that the said gazette notification is largely unknown in the field and articles have not followed it up with complementary legislation/orders by the relevant authorities which would make it compulsory for builders/owners of multi-storeyed buildings to provide mail boxes on the ground floor for delivery of ordinary mail.

3. It is requested that the copy of the notification may be circulated to all delivery post offices and a follow up action may also be initiated at Regional level/Divisional level with the relevant authorities so that installation of letter delivery boxes at the ground floor are made mandatory for seeking approval of the Development Authority for a multi storey building as for obtaining completion certification.

With regards,

Sd/-  
(Pratibha Nath)

To

All The Circle Heads (as per the list attached.)



# भारत का राजपत्र

## The Gazette of India

असाधारण

EXTRAORDINARY

भाग II-खण्ड 3-उप-खण्ड (ii)

PART II-Section 3-Sub-Section (ii)

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 656]

नई दिल्ली, शुक्रवार, नवम्बर 24, 1995/अग्रहायण 3, 1917

No. 656]

NEW DELHI, FRIDAY, NOVEMBER 24, 1995/AGRAHAYANA 3, 1917

संचार मंत्रालय

(डाक विभाग)

अधिसूचना

नई दिल्ली, 24 नवम्बर, 1995

**का.आ. 932 (अ)** - भारतीय डाकघर अधिनियम, 1898 (1898 का 6) की धारा 21 के उपखंड (3) द्वारा प्रत्यायोजित शक्तियों का प्रयोग करते हुए और डाक वितरण आदेश, 1991, दिनांक 29 मई, 1991 का अधिक्रमण करते हुए, उन बातों के सिवाय जिन्हें ऐसे अधिक्रमण से पूर्व किया गया है या करने का लोप किया गया है, महानिदेशक निम्नलिखित आदेश देते हैं, अर्थात् :-

1. संक्षिप्त शीर्षक, लागू होने की तारीख और प्रयोज्यता-

(i) इस आदेश की 'डाक वितरण', आदेश, 1996 कहा जायेगा।

(ii) यह आदेश पहली जनवरी, 1996 से प्रभावी होगा।

(iii) पैरा 2 में अन्यथा की गई व्यवस्था को छोड़ कर, यह आदेश ऐसे किसी भी भवन में डाक वस्तुओं के वितरण पर लागू नहीं होगा, जो मौजूद हैं या जिसका निर्माण इस आदेश के लागू होने के पूर्व तत्काल पूरा हो चुका है।

2. डाक वस्तुओं के वितरण की विधि - (i) इस आदेश के लागू होने से, नामतः लिफाफे, अंतर्देशीय पत्र, कार्ड, पोस्टकार्ड, हवाई पत्र, बुक पैकेट तथा नमूना पैकेट पावती कार्ड और पंजीकृत समाचार पत्र, उन सभी भवनों में, जो दो या दो से अधिक मंजिल

के हैं, इनमें वे ऊंचे भवन भी शामिल हैं जो 6 मंजिल (भूतल और पांच तल) या अधिक के हैं मौजूद हैं या जिनका निर्माण-कार्य इस आदेश के लागू होने से पूर्व पूर्ण (तत्काल) हो चुका है, पत्र वितरण बाक्सों के माध्यम से वितरित किये जायेंगे।

3. पत्र वितरण बाक्सों की स्थापना :- एक पत्र वितरण बाक्स जिसके ऊपर नाम व पता लिखा होगा और जिस का परिमाण ऐसा होगा कि वह प्रेषिती की आवश्यकता के अनुकूल हो प्रेषिती द्वारा, पैरा 2 में उल्लिखित प्रत्येक प्रत्येक भवन के भूतल पर लगाया जायेगा जिसमें प्रेषिती रहता है और ऐसे पत्र वितरण बाक्स ऐसे सुविधाजनक स्थान पर स्थित होने चाहिये जो डाकिये या वितरण एजेंट के लिए सुगम्य हों।

बशर्ते कि एक भवन अथवा भवन के उसी तल में रहने वाले एक या एक से अधिक अथवा सभी प्रेषितियों द्वारा एकल पत्र वितरण बाक्स सामूहिक लेटर बाक्स के रूप में उपलब्ध कराया जाये।

इसके अलावा यह शर्त भी है कि ऐसे आकार का डाक वस्तुएं जिनका वितरण पत्र वितरण बाक्स द्वारा नहीं हो सकता, सभी लेखादेय वस्तुएं पार्सल तथा अदेत्त या अपूर्ण दत्त डाक वस्तुएं प्रेषिती को डाकिये या वितरण एजेंट के माध्यम से ही वितरित की जायेंगी।

यह शर्त भी है कि जहां ऐसी डाक वस्तु, जिसका वितरण रसीद प्राप्त करके करना अपेक्षित है, यदि प्रेषिती को अनउपलब्धता के कारण वितरित नहीं की जाती है, तो उससे संबंधित सूचना-पत्र वितरण बाक्स के माध्यम से दी जायेगी और ऐसी डाक वस्तु का

वितरण उक्त सूचना के माध्यम से संसूचित किये गये अनुसार ही किया जायेगा।

4. छूट देने का अधिकार :- जहां किसी भवन विशेष में इस आदेश के प्रावधानों का अनुसरण करने में सचमुच कठिनाई होगी, मुख्य पोस्टमास्टर जनरल, पोस्टमास्टर जनरल, वरिष्ठ अधीक्षक डाकघर या जैसा भी मामला हो, अधीक्षक डाकघर, लिखित में रिकार्ड किये जाने वाले कारणों के लिये, उक्त भवन को इस आदेश के प्रावधानों के संबंध में छूट दे सकता है।

[सं. 29-1/89-सी.आई.]

हरिन्द्र सिंह, उप महानिदेशक (पी.ओ.)

## MINISTRY OF COMMUNICATIONS

(Department of Post)

### NOTIFICATION

New Delhi, the 24th November, 1995

S.O. 932 (E). - In exercise of the powers conferred by sub-section (3) of section 21 of the Indian Post Office Act, 1898 (6 of 1898) and in supersession of the Delivery of Mail Order, 1991, dated the 29th May, 1991 except as respects things done or omitted to be done before such supersession, the Director General hereby makes the following order, namely :

#### ORDER

1. Short title, commencement and application

:

- (i) This order may be called the Delivery of Postal Articles order, 1996.
- (ii) It shall come into force on the 1st of January, 1996.
- (iii) Save as otherwise provided in paragraph 2, this order shall not apply to delivery of postal articles in any building which is in existence or the construction of which has been completed immediately before the commencement of this order.

2. Manner of delivery of postal articles -

(1) on and from the commencement of this order the postal articles, namely fully prepaid envelopes, Inland letter, cards, Postcards, aerograms, book packets and sample packets, acknowledgement cards and registered newspapers shall be delivered through letter delivery box in all the buildings

having two storeys or more, including those high rise buildings which have six storeys (ground plus five floors) and more, and are in existence or construction of which has been completed (immediately before the commencement of this order.

3. Installation of letter delivery boxes - A letter delivery box with the name and address superscribed thereon and of such dimension suited to the requirement of the addressee shall be installed by him on the ground floor of each of the buildings referred to in paragraph 2, in which the addressee is located and such letter delivery boxes shall be located at a convenient place which is easily accessible to the Postman or delivery agent.

Provided that a single letter delivery box may be provided as a common letter box by one or more or all the addressees located in a building or same floor of the building:

Provided further that the postal articles of such size that do not admit of delivery through letter delivery box, all accountable articles parcels and unpaid or in-sufficiently paid postal articles shall be delivered to the addressee through the Postman or delivery agent:

Provided also that where a postal article required to be delivered against receipt remains undelivered due to non-availability of the addressee, an intimation relating thereto may be given through the letter delivery box and delivery of such postal article may be effected as may be communicated through the said intimation.

4. Power to exempt - Where there is a genuine difficulty in complying with the Provisions of this order in a particular building, the Chief Postmaster General, Postmaster General, Senior Superintendent of Post Offices, or as the case may be, the Superintendent of Post Offices may for reasons to be recorded in writing, exempt the said building from the provisions of this order.

[No. 29-1-89-CI]

HARINDER SINGH, Dy. Director General  
(Postal Operations)

Foot Notes :

Notifications issued after the publication of the Indian Post Offices Rules, 1933.



- 
- 
- |                  |                 |                  |                 |
|------------------|-----------------|------------------|-----------------|
| 1. GSR 2888      | dated 19-12-75. | 36. GSR 548(E)   | dated 28-2-87.  |
| 2. GSR 596 (E)   | dated 30-12-75. | 37. GSR 379(E)   | dated 10-4-87.  |
| 3. GSR 741 (E)   | dated 31-12-75. | 38. GSR 265 (E)  | dated 11-4-87.  |
| 4. GSR 472       | dated 24-1-76.  | 39. GSR 480 (E)  | dated 29-4-87.  |
| 5. GSR 93 (E)    | dated 25-2-76.  | 40. GSR 531 (E)  | dated 27-5-87.  |
| 6. GSR 811 (E)   | dated 31-5-76.  | 41. GSR 438 (E)  | dated 6-6-87.   |
| 7. GSR 943 (E)   | dated 21-6-76.  | 42. GSR 632 (E)  | dated 27-8-87.  |
| 8. GSR 135 (E)   | dated 7-1-78.   | 43. GSR 688 (E)  | dated 30-8-87.  |
| 9. GSR 304 (E)   | dated 29-5-79.  | 44. GSR 807 (E)  | dated 2-9-87.   |
| 10. GSR 316 (E)  | dated 18-5-79.  | 45. GSR 829 (E)  | dated 15-9-87.  |
| 11. GSR 4118 (E) | dated 29-12-79. | 46. GSR 823 (E)  | dated 15-9-87.  |
| 12. GSR 1256 (E) | dated 13-5-80.  | 47. GSR 976 (E)  | dated 9-11-87.  |
| 13. GSR 490 (E)  | dated 26-6-80.  | 48. GSR 1 (E)    | dated 1-1-88.   |
| 14. GSR 491 (E)  | dated 26-6-80.  | 49. GSR 2 (E)    | dated 1-1-88.   |
| 15. GSR 380 (E)  | dated 5-6-81.   | 50. GSR 55 (E)   | dated 15-1-88.  |
| 16. GSR 409 (E)  | dated 26-9-81.  | 51. GSR 212 (E)  | dated 26-2-88.  |
| 17. GSR 417 (E)  | dated 22-5-82.  | 52. GSR 344 (E)  | dated 4-3-88.   |
| 18. GSR 59 (E)   | dated 11-2-82.  | 53. GSR 388 (E)  | dated 14-4-88.  |
| 19. GSR 411 (E)  | dated 13-5-82.  | 54. GSR 462 (E)  | dated 2-5-88.   |
| 20. GSR 520 (E)  | dated 10-8-82.  | 55. GSR 639 (E)  | dated 23-5-88.  |
| 21. GSR 33 (E)   | dated 20-1-83.  | 56. GSR 683 (E)  | dated 7-6-88.   |
| 22. GSR 49 (E)   | dated 2-2-83.   | 57. GSR 624 (E)  | dated 29-6-88.  |
| 23. GSR 92 (E)   | dated 21-2-83.  | 58. GSR 633 (E)  | dated 1-7-88.   |
| 24. GSR 444 (E)  | dated 23-5-83.  | 59. GSR 684 (E)  | dated 8-7-88.   |
| 25. GSR 37 (E)   | dated 17-1-84.  | 60. GSR 886 (E)  | dated 26-9-88.  |
| 26. GSR 1652 (E) | dated 19-5-84.  | 61. GSR 1022 (E) | dated 31-12-88. |
| 27. GSR 637 (E)  | dated 16-4-86.  | 62. GSR 14 (E)   | dated 4-1-89.   |
| 28. GSR 329 (E)  | dated 3-5-86.   | 63. GSR 68 (E)   | dated 10-1-89.  |
| 29. GSR 461 (E)  | dated 14-6-86.  | 64. GSR 180 (E)  | dated 24-2-89.  |
| 30. GSR 2420 (E) | dated 28-6-86.  | 65. GSR 223 (E)  | dated 28-2-89.  |
| 31. GSR 436 (E)  | dated 24-7-86.  | 66. GSR 180 (E)  | dated 1-3-89.   |
| 32. GSR 2460 (E) | dated 24-7-86.  | 67. GSR 314 (E)  | dated 1-5-89.   |
| 33. GSR 3677 (E) | dated 25-10-86. | 68. GSR 435 (E)  | dated 9-6-89.   |
| 34. GSR 1333 (E) | dated 29-12-86. | 69. GSR 478 (E)  | dated 24-6-89.  |
| 35. GSR 85 (E)   | dated 6-2-87.   | 70. GSR 639 (E)  | dated 26-8-89.  |
|                  |                 | 71. GSR 804 (E)  | dated 12-10-89. |
|                  |                 | 72. GSR 821 (E)  | dated 16-10-89. |
|                  |                 | 73. GSR 898 (E)  | dated 2-12-89.  |

---

---

**Enhancement in the rate of used Medical Allowance  
from Rs. 1200/- to Rs. 2000/- p.m. w.e.f 01.03.2013,  
payable to the serving as well as retired employees  
of the EPFO for outdoor medical treatment**

Employees' Provident Fund Organisation  
(Ministry of Labour and Employment, Government of India)

No, HRM-8/V/12/1/2003/FMA/Vol-117/6160

Dated 13 JUN 2013

To,  
All Addl. Central P F. Commissioner (Zones)  
Director (NATRSS)  
All RPFCS-In-Charge of the Region/ZTIs  
RPFC (ASDL), Head Office  
All Officer-in-charge of SROs

**Sub.: Enhancement in the rate of used Medical Allowance from Rs. 1200/- to Rs. 2000/- p.m. w.e.f 01.03.2013, payable to the serving as well as retired employees of the EPFO for outdoor medical treatment - regarding.**

Sir,

I am directed to convey the approval of the 76th Executive Committee, CBT, EPF held 25/02/2013 and Hon'ble Labour & Employment Minister, Government of India for enhancement of the Fixed Medical Allowance (FMA) for pensioners and employees of EPFO from Rs. 1200/- p.m. to Rs 2000/- p.m w.e.f. 1st March, 2013, subject to the following conditions :-

(i) The enhancement of fixed medical allowance will be available to serving employees and pensioners (including family pensioners) of the Employees Provident Fund Organization. The serving employees of the Organization who are in the Head Office at New Delhi and Regional/Sub Regional Office at Delhi and at stations which are covered by the Central Government Health Scheme will not be eligible for Fixed Medical Allowance. As soon as any employee is covered by Central Government Health Scheme, the fixed medical allowance admissible to him/her shall be stopped.

(ii) If two or more members of family are working in the EPF Organization, only one of them will be eligible for the facility of fixed medical allowance.

(iii) In the case of an employee whose wife/husband spouse is an employee of a Government or any other organization (including private firm/office) he/she will be required to give an undertaking that his/her spouse is not availing of medical facilities in case, If any granted by their respective employers.

(iv) The Fixed Medical Allowance will be in lieu of the medical facility available for outdoor treatment under the Central Services (Medical Attendance) Ruler 1944 as adopted by the FPF Organization for its own employees and pensioners.

(Authority: Ministry of Labour & Employment, Govt. of India letter no.G-25012/2/2011-SS-I dated 07.06.2013)

Yours faithfully,

Sd/-

(V.N. SHARMA)

ADDL. CENTRAL P.F. COMMISSIONER (HR)

---

---

## Promotion in the same Grade Pay

### One Increment Order Issued Dated 7-1-13.

#### Fixation of pay on promotion to a post carrying higher duties and responsibilities, but carrying the same grade pay.

No.10/02/2011.E.III/A  
Government of India  
Ministry of Finance

Department of Expenditure

New Delhi, the 7th January, 2013

#### OFFICE MEMORANDUM

**Subject:-** Fixation of pay on promotion to a post carrying higher duties and responsibilities but carrying the same grade pay.

The undersigned is directed to invite an attention to the provisions contained in Rule 13 of the CCS(RP) Rules, 2008, which provides for the method of fixation of pay on promotion on or after 1.1.2006 in case. inter-alia, of promotion from one grade pay to another. The Rule provides for fixation of pay by way of addition of one increment equal to 3% of the sum of the pay in the pay band and the existing grade pay (rounded off to the next multiple of 10) to the existing pay in the pay band and then fixing the pay in the promotional post as per the procedure prescribed therein.

2. In terms of this Ministry's OM No. 169/2/2000-IC dated 24.11.2000, dealing with the situation whereby both the feeder and the promotional grades were placed in the identical revised pay scales based on the recommendations of the 5th Central Pay Commission, it was provided, inter-alia, that only in cases where it was not found feasible to appropriately restructure cadres in question on functional, operational and administrative considerations, extension of the benefit of fixation of pay under FR 22(I)(a)(1) could be considered on the merits of each case, provided all the conditions precedent for the grant of this benefit were fully satisfied and promotion to the post in question actually involved assumption of higher responsibilities.

3. In view of the provisions which existed prior to 1.12006., the matter has been considered and the President is pleased to decide that in cases of promotion from one post to another where the promotional post carries the same Grade Pay as the feeder post, the fixation of pay in such cases will be done in the manner as prescribed in Rule 13(i) of the CCS(RP) Rules, 2008, provided fixation of pay in such cases was done prior to 1.1.2006 in terms of this Ministry's aforesaid OM No.169/2/2000-IC dated 24 11.2000.

4. In so far as the persons serving the Indian Audit and Account Department are concerned, these orders are issued in consultation with the Comptroller & Auditor General of India.

5. The Hindi version of this OM will follow.

Sd/-

(Amar Nath Singh)

Deputy Secretary to the Government of India

---

---

## **Revision of rates of damages for unauthorised occupation of General Pool Residential Accommodation in metropolitan cities of India**

Government of India  
Ministry of Urban Development  
(Directorate of Estates)  
Nirman Bhawan, New Delhi-110 108  
4th June 2013  
No.18011/2/2006-Po1.III

### **OFFICE MEMORANDUM**

**Subject: Revision of rates of damages for unauthorised occupation of General Pool Residential Accommodation in metropolitan cities of India.**

The undersigned is directed to refer to this Directorate' O.M of even number dated 6th December 2012 notifying the revised rates of damages to be chargeable from unauthorized occupants of General Pool Residential Accommodation (GPRA) from 1st January 2013. The revised rates were different for Central and Non-Central localities as well as for higher and lower types at the same station. It was also noticed that for some categories, the revised rates were very high, in some cases, even more than the basic pay of the eligible officers. The rates revised vide above said OM have been reviewed on receipt of feed-back from the allottees and it is felt that the concept of Central/Non-Central area at the same station is discriminatory and should be done away with.

2. In view of above, it has been decided to revise the rates of damages notified vide OM dated 6th December 2012 as per Annexure at a uniform rate of 55 times of normal rate of licence fee in respect of Type-VII and Type-VIII, 50 times of the normal rate of licence fee in respect of Type-IV(Spl) to Type-VI and 40 times of the normal rate of licence fee in respect of Type-I to Type-IV categories of accommodation irrespective of the Central/Non-Central /area in all metropolitan cities except Mumbai for which separate rates have been given in the Annexure.

3. The revised rates being notified vide this OM shall be effective from 1st January 2013 and will be valid till 31.3.2014 or till further orders. The rates of damages will automatically get revised as and when the rate of normal licence fee under FR 45-A is revised. In cases, where higher rates have been charged between 1st January 2013 till notification of new rates, the same may be adjusted/refunded.

4. In respect of other departmental pools of accommodation in Delhi/other stations, the rates of damages prescribed for GPRA shall be adopted by such other Ministries/Departments. Similar rates of damages are to be worked out by the CPWD for other stations wherever GPRA is available and the rates so worked out are to be adopted for recovery of damages in respect of GPRA as well as departmental pool of accommodation at these stations. Where there is no GPRA, the concerned Ministry/Department have to get suitable unit rate worked out by the CPWD/local PWD.

5. This issues with the concurrence of Integrated Finance Wing of the Ministry of Urban Development under its Diary No. 169/US(D.1V)/FD/13 dated 31.05.2013.

6. This supersedes this Directorate's OM of even number dated 6th December 2012.

Sd/-  
(S.K. Jain)  
Deputy Director of Estates(Policy)

**(i) Rates of Damages for Type-I to Type-VIII of GPRA and Hostel accommodation**

Metropolitan City	Type of Accommodation	Damages Rates applicable prior to 1.1.2013(Notified vide this Directorate's OM No.18011/2/2002- Pol.III dated 25/11/2004) (Per sq meter per month)	Revised Rates w.e.f. 1/1/2013 (In multiples of licence fee)
Delhi	i) Type-I to Type-IV	Rs.175	40 Times
	ii) Type-IV(Spl.) to Type-VI and above and Hostel	Rs 255	50 Times
	iii) Type-VII and Type-VIII	Rs.255	55 Times
Kolkata	i) Type-I to Type-IV	Rs.125	40 Times
	ii) Type-V and above and Hostel	Rs.185	50 Times
Chennai	i) Type-I to Type-IV	Rs.140	40 Times
	ii) Type-V and above and Hostel	Rs.165	50 Times
Hyderabad	i) Type-I to Type- IV	Rs.175	40 Times
	ii) Type-V and above and Hostel	Rs.255	50 Times
Mumbai At Hyderabad Estate, Belvedere, Pedder Road, B.D. Road, Malabar Hill, Colaba and Prabhadevi	i) Type-V and above and Hostel	Rs.750	120 Times
b) Rest of Mumbai including Hostel at Antop Hill	ii) Type I to Type V and Hostel	Rs.230	50 Times

**(ii) Rates of Damages for Servant quarters and Garages allotted independent of regular accommodation/hostel**

S. No.	Type of Accommodation	Damages Rates applicable prior to 1/1/2013 (Per sq meter per month)	Revised Rates w.e.f. 1.1.2013 (In multiples of licence fee)
1.	Servant Quarters	Rs. 255	50 Times
2.	Garages	Rs. 255	50 Times

(Source: www.estates.nic.in)

---

---

## TCS making India Post Technology smart

On 29 May, India's leading software services exporter, Tata Consultancy Services Ltd (TCS), got a six-year, Rs.1,100 crore contract to equip India Post with modern technologies and systems. The aim is to help the department deliver not just postal services but also insurance, disburse pensions, accept deposits and collect bills, similar to postal departments in developed countries such as the US, Canada and Germany. Tanmoy Chakrabarty, vice-president and global head of the government solutions unit at TCS, has a 70-people team working on integrating the core systems of the India Post modernization programme. In an interview, Chakrabarty spoke about the status of the project and the challenges he faces. Edited excerpts:

•• **What does the modernization project envisage, and how big is the role of TCS in it?**

- There are many parts to this programme. There are different vendors doing various jobs such as network integration and rural systems integration (RSI). About 35,000 post offices in the country are single-staffed, hence RSI is very important from a technology standpoint. Then there are financial systems integrators that are working on the automation of all manual entries, book entries, etc. In addition, there's a data centre project which comprises a centralized data centre and a disaster recovery centre—the first in Mumbai and the other in Mysore.

The modernization programme also envisages a rural ICT (information and communications technology) platform to deal with the supply of hand-held terminals for services such as capturing biometrics, accepting postal receipts and disbursing payments—essentially all mobile postal services. The mail automation programme consists of barcode readers, automatic sorters and automated mail-handling equipment in cities such as Kolkata, New Delhi, Bangalore and Mumbai.

Our work revolves around CSI, or core systems integration. This means that we join all the dots, and completely digitize the internal workings of the postal department.

•• **What's the status of the project?**

- We began work around two months ago. We have around 70 people working on the project currently. Since the work is very important both to the DoP (Department of Posts) and to us, we will eventually have around 200 people working to make this project a success.

The information technology modernization project, dubbed India Post 2012, is expected to help the postal department achieve a wider reach among the Indian population through increased customer interaction channels and new lines of business.

The scope of the project for TCS includes developing and supporting mail, finance and accounts, human resources, customer interaction management solutions for all channels including the rural ICT platform, data migration, infrastructure, service level agreement, call centre and centralized 24x7 service desk operation for the DoP. It also includes providing security solutions, an enterprise management system.

We expect to start testing the integration of core systems in the next 6-8 months. We believe the system should be ready to go live in 12-14 months.

•• **What challenges are you facing?**

- The postal department is a very traditional organization with well-established manual practices.

TCS has also got the mandate for organization change management. This means we have to conduct workshops to sensitize the staff and ready them for changes that will be introduced because of modernization.

•• **Apart from getting revenue, how does TCS stand to benefit?**

- The CSI project is about service delivery transformation through a technology-led, service-oriented approach to offer world-class delivery of postal services to Indian citizens. This project once again reiterates TCS's commitment to help the government deliver citizen services more efficiently. The payment is linked to service-level performance, hence we have to deliver the goods on time. (TCS' India revenue currently accounts for about 10% of its total revenue, which stood at \$11.5 billion as on 31 March.)

(Source : Livemint.com)

---

---

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

**एस.के. सिन्हा**

मुख्य महाप्रबन्धक, (डाक व्यवसाय)

**S.K. Sinha**

Chief General Manager, (Mail Business)

Tel.: (+91-11) 23096091

Fax.: (+91-11) 23096190

ई-मेल/E-mail : cgm\_mb.dop@nic.in



डाक विभाग  
संचार एवं सूचना प्रौद्योगिकी मंत्रालय  
भारत सरकार  
डाक भवन, नई दिल्ली-110 001

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

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

**Dated 13-09-2013**

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

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

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

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

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

With regards,

Yours Sincerely,  
Sd/-  
(S.K. Sinha)

---

---

## Split Duty Allowance - Continuing in the Same Rate

**No. 6-3/2002 PE II**  
**Government of India**  
**Ministry of Communication & IT**  
**Department of Posts**  
**PE-II Section,**

**Dak Bhawan, New Delhi,**  
**Dated : 14th Aug. 2013**

To

All the Chief Postmasters General,  
All the Postmasters General

**Sub: Grant of Split Duty Allowance - for the further period of 3 years**  
**w.e.f. 01-07-2011 to 30-06-2014, on existing rate**

Sir,

The matter of continuance of payment of Split Duty Allowance to Group C & D (now MTS) employees of Department of Posts who are placed on split duty has been examined further in the Directorate in consultation with integrated Finance Wing and it has been decided by the competent authority to continue the payment of Split Duty Allowance at existing rate of Rs. 100/- p.m. for the further period of 3 years w.e.f. 01-07-2011 to 30-06-2014. The terms and conditions will be as follows:-

- i. The break between two duty spells is not less than two hours.
  - ii. The Split Duty Allowance will be admissible only for the actual period for which the official is on split duty and when he is placed on a continuous duty, he will forfeit the right to draw the Split Duty Allowance.
  - iii. The Split Duty Allowance will not be admissible during the period of leave and training.
  - iv. The official residing beyond 5kms from his duty place are only eligible for this allowance.
2. This issues with the concurrence of the IFW vide their Diary No. 114/FA/13/CS dated 14-08-2013.

Yours faithfully  
Sd/-

(Shankar Prasad)  
Assistant Director General (Estt.)



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

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated : 03-10-2013

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

All  
Chief Postmasters General,  
Postmasters General  
Director, all Postal Training Centre  
Directors of Postal Accounts

**SUB : Grant of Grade Pay of Rs. 1800 to Group D / MTS who retired / expired  
from service after 31-08-2008 without having been imparted training**

The issue of allowing Grade pay of Rs. 1800 to those erstwhile group D non-matriculate employees who retire/died beyond 29-08-2008 without being imparted prescribed training for one reason or the other is currently under examination in consultation with Ministry of Finance, Department of Expenditure.

2. Initially, the Ministry of Finance, Department of Expenditure vide UO NO. 7-6/7/2009-IC dated 12-03-2009 had permitted grant of grade pay of Rs. 1800/- to the erstwhile Group D non-matriculate employees subject to imparting computer training. Training Division of this Department had accordingly issued guidelines on training on computer operations to non-matriculate erstwhile Group D employees vide No. 1-55/2009-Trg dated 06-04-2009. The issue related to non-matriculate physically disabled erstwhile Group D employees was subsequently taken up and Ministry of Finance, Department of Expenditure vide UO No. 16/10/2010-Legal dated 12-08-2010 took the view that if such erstwhile Group D could perform his duties inspite of the disability, the Department may design and administer training. Orders were accordingly issued by this Department empowering Heads of Circles to devise local training programme and allow grade pay of Rs. 1800 from 01-01-2006 on imparting the required training vide No. 1-20/2008-PCC dated 23-09-2010.

3. Ministry of Finance, Department of Expenditure has sought the details of training programme organized by various Postal Circles to consider the proposal further.

4. You are requested to forward the aforesaid details immediately for further examination of the issue in consultation with Nodal Department. Details of such officials with reason for not imparting training & resultant non-allowing of GP Rs. 1800/- effecting from 01-01-2006 may also be sent in the annexure.

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

---

---

No. 137032/2013-SPB.II  
Government of India  
Ministry of Communications & IT  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi-110001, Dated 29 May, 2013

To,  
All Chief Postmasters General/Postmasters General.

**Subject :- Submission of representations / petitions or advance copies of representations to Directorate - Reg.**

Sir/Madam,

I am directed to say that it has been observed that there has been a tendency on the part of several officials at various levels to by-pass the prescribed channels of submission of representations / petitions or to submit advance copies of representations to Secretary (Posts)/Director General (Posts)/Member (Personnel)/DDG (Personnel)/Director (Staff) requesting for promotion, pay fixation, grant of MACP, transfer under Rule 38, posting to a particular station, expunction of adverse remarks, appointment to specific position etc. Even in such matters, where the Circles are competent to decide the representations, the officials are sending representations/petitions or advance copy of representations to Directorate. Mere perusal and/or processing of such letter consume significant time at different levels in the Directorate.

2. In this context, it is pointed out that Rule 115 of the P&T Manual Vol. II states that any representation, which is not an appeal should be designated as a petition. According to Rule 118-A. (1) of the said Volume, any petition or copy thereof, which is sent direct to the Director General or to any subordinate authority, instead of through the proper channel, will be filed, no notice of any kind being taken of it.

3. Further, the CCS (Conduct) Rules, 1964 clearly provide that whenever a Government Servant wishes to press a claim or seek redressal of a grievance in any matter connected with service rights or conditions, the representations should be forwarded through proper channel.

---

4. In spite of adequate and clear instructions regarding the manner in which the representations should be submitted by the Government servants, the representations / petitions or copies of representations are being submitted directly to higher authorities in violation of the said instructions.

5. In view of the above, the Circles are requested to bring the above position to the notice of their employees and advise them to refrain from sending advance copies of representations/petitions or copies of the representations to the authorities in the Directorate. Any such communication not received through proper channel will be filed without taking notice of it. Administrative action may also be taken against officials for violation of rules/instructions on the subject.

Yours faithfully,

Sd/-

(Alka Tewari)

Assistant Director General (SPN)

Copy to:

- 1) Sr. PPS to Secretary (Posts)
- 2) PPS to Members of Postal Services Board
- 3) Secretary (PSB)/
- 4) JS & FA/CGM (BD)/CGM (MB)/CGM (PLI)/Director, RAK NPA,
- 5) All DDsG/GMs
- 6) General Manager, CEPT with the request to host this letter on India Post
- 7) Pr. Director of Audit (Postal), Delhi-54.
- 8) Additional Director General, APS, R.K. Puram, New Delhi-66.
- 9) All Directors, Postal Training Centres
- 10) All recognised Service Unions/Associations/Federations
- 11) SPB.I/PE.I/DE/SPG
- 12) Guard File.

Sd/-

(Alka Tewari)

Assistant Director General (SPN)

---

---

संख्या / F. No. 1/1/2008-IC  
भारत सरकार / Government of India  
वित्त मंत्रालय / Ministry of Finance  
व्यय विभाग / Department of Expenditure

North, Block, New Delhi  
Dated the 22nd May, 2013

### OFFICE MEMORANDUM

**Subject : Grant of one increment in pre-revised pay scale - OM dated 19-3-2012 - clarification regarding.**

The undersigned is directed to invite a reference to this Ministry's Office Memorandum of even no. dated 19-3-2012 which provides that those Central Government Employees who were due to get their annual increment between February to June during 2006, may be granted one increment as on 1-1-2006 in the pre-revised pay scale as a one time measure and, thereafter, will get the next increment in the revised pay structure on 1-7-2006.

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

3. This Ministry has been receiving references as to whether in cases where the fitment table provides for the same revised stage in case of two consecutive pre-revised stages in a particular pre-revised scale of pay, the benefit of bunching is admissible after grant of one increment in the pre-revised pay scale by virtue of this Ministry's OM dated 19-3-2012.

4. The matter has been considered and it is clarified that Fitment Table contained in the aforesaid OM dated 30-8-2008 is to be strictly followed for fixation of pay in the revised structure without any deviation.

---

5. In cases where the stages of fixation of pay in the revised pay band as per fitment table contained in the aforesaid OM dated 30-8-2008 provides for the same revised stage in the Pay Band with reference to two consecutive stages of pre-revised pay in the corresponding pre-revised scales, then in such cases due to application of this Ministry's OM dated 19-3-2012, there will be no change in the revised pay as on 1-1-2006, if the revised stage with reference to the pre-revised pay after accounting for one increment in the pre-revised scale does not undergo any change as per the Fitment Table. It is also clarified that no further bunching will be allowed in such cases and no re-fixation of pay will be admissible in the revised pay as on 1-1-2006.

Sd/-

(Amar Nath Singh)

Deputy Secretary to the Government of India)

To,

1. All Ministries/Departments of the Government of India  
(as per standards distribution list)
2. Ms. Mamta Kundra, JS (Establishment), DoPT, North Block, New Delhi
3. Director (JCA), DoPT, North Block, New Delhi
4. NIC with the request that the same be posted on Ministry of Finance's website.

---

---

F. No. 1/17/2011-P&PW (E)  
Government of India  
Ministry of Personnel, P.G. & Pensions  
Department of Pension & Pensioners' Welfare

Lok Nayak Bhawan,  
Khan Market, New Delhi

Dated : 24th June, 2013

**OFFICE MEMORANDUM**

Sub : Grant of family pension and gratuity to the eligible member of the family of an employee/pensioner/family pensioner reported missing - consolidated instructions - regarding.

The provisions regarding grant of gratuity and family pension to the members of families of the deceased Government servants/pensioners who were appointed on or before 31st December, 2003 and who are/were born on pensionable establishments are contained in Rules 50-54 of the Central Civil Services (Pension) Rules, 1972. The instructions regarding grant of family pension and gratuity under these rules to the eligible member of the family of an employee reported missing had been issued vide this Department's earlier office memorandum No. 1/17/86-P&PW, dated 29th August, 1986. Clarification/amendments in this regard were issued vide OM No. 1/17/86-P&PW, dated 25th January, 1991 and 18th February, 1993 and OM No. 1/28/04-P&PW(E) dated 31st March, 2009 and 2nd July, 2010, O.M. of even number, dated 14th September, 2011 and OM No. 1/17/2010-P&PW(E), dated 2nd January, 2012.

2. A reference has been received in this Department to clarify whether in a situation where SHO states that FIR is not required to be lodged in the case of person gone missing, the eligible member of the family can be granted family pension. The matter has been examined in consultation with the Ministry of Home Affairs. Section 154(1) of the Criminal Procedure Code mandates filing of an FIR by the Police authorities on a report received of the commission of a cognizable offence. A missing person per se does not point to commission of a cognizable offence. In view of this, cognizance of a person's disappearance can be taken by the Head of Office on the basis of an authenticated Daily Diary (DD)/General Diary Entry (GDE), filed by the Police authorities concerned, as per the practice prevalent in that State/UT.

3. It has now been decided to issue consolidated instructions in supersession of previous instructions regarding grant of family pension to the eligible members of family of the employee/pensioner/family pensioner reported missing and whose whereabouts are not known. It includes those kidnapped by insurgents/terrorists but does not include those who disappear after committing frauds/crime etc.

4. In the case of a missing employee/pensioner/family pensioner, the family can apply for the grant of family pension, amount of salary due, leave encashment due and the amount of GPF and gratuity (whatever has not already been received) to the Head of Office of the organisation where the employee/pensioner had last served, six months after lodging of Police report. The family pension and/or retirement gratuity may be sanctioned by the Administrative Ministry/Department after observing the following formalities:-

- (i) The family must lodge a report with the concerned Police Station and obtain a report from the Police, that the employee/pensioner/family pensioner has not been traced despite all efforts

---

made by them. The report may be a First Information Report or any other report such as a Daily Diary/General Diary Entry.

- (ii) An Indemnity Bond should be taken from the nominee/dependants of the employee/pensioner/family pensioner that all payments will be adjusted against the payments due to the employee/pensioner/family pension in case she/he appears on the scene and makes any claim.

5. In the case of a missing employee, the family pension, at the ordinary or enhanced rate, as applicable, will accrue from the expiry of leave or the date up to which pay and allowances have been paid or the date of the police report, whichever is later. In the case of a missing pensioner/family pensioner, it will accrue from the date of the police report or from the date immediately succeeding the date till which pension/family pension had been paid, whichever is later.

6. The retirement gratuity will be paid to the family within three months of the date of application. In case of any delay, the interest shall be paid at the applicable rates and responsibility for delay shall be fixed. The difference between the death gratuity and retirement gratuity shall be payable after the death of the employee is conclusively established or on the expiry of the period of seven years from the date of the police report.

7. Before sanctioning the payment of gratuity, the Head of Office will assess all Government dues outstanding against the employee/pensioner and effect their recovery in accordance with Rule 71 of the CCS (Pension) Rules, 1972 and other instructions in force for effecting such recoveries.

8. The amount of salary due, leave encashment due and the amount of GPF will be paid to the family in the first instance as per the nominations made by the employee/pensioner on filing of a police report and submission of an indemnity bond as indicated above.

9. The benefits to be sanctioned to the family/nominee of the missing employee/pensioner will be based on and regulated by the emoluments drawn by him/her and the rules/orders applicable to him/her as on the last date he/she was on duty including authorised periods of leave.

10. Formats of separate Indemnity Bonds to be used in the case of missing employees, missing pensioners and missing family pensioners are available at this department's website [www.permin.nic.in](http://www.permin.nic.in).  
Encl: As above

Sd/-  
(Sujasha Choudhury)  
Deputy Secretary  
Tel. No. 24635979

1. All Ministries/Departments of the Government of India
2. O/o The Comptroller & Auditor General of India, 9, DDU Marg, New Delhi
3. O/o The Controller General of Accounts, Lok Nayak Bhawan, New Delhi.
4. Ministry of Railways, Rail Bhawan, New Delhi. (w.r.t. their E(E)III/2009/PN 1/7, dated 11-03-2012.

Copy to NIC, 3rd Floor, Lok Nayak Bhawan, New Delhi, with a request to post the Office Memorandum on the website of this department.

---

---

No. 1/27/2011-P&PW (E)  
Government of India  
Ministry of Personnel, P.G. & Pensions  
Department of Pension & Pensioners' Welfare

3rd Floor, Lok Nayak Bhawan,  
Khan Market, New Delhi  
Dated: 1st July, 2013

**OFFICE MEMORANDUM**

**Subject : Simplification of pension process for permanently disabled children/siblings and dependent parents - instructions regarding. This Department's O.M. No. 1/19/11-P&PW (E), dated 3-8-2011, O.M. No. 1/6/2008-P&PW (E), dated 22-6-2010 and O.M. No. 1/21/91-P&PW (E), dated 20-1-93 refer.**

The undersigned is directed to state that a number of representations are being received in the Department of Pension & Pensioners' Welfare about the difficulties being faced in getting the revised Pension Payment Orders (PPOs) issued for old parents and disabled children/siblings after the death of the pensioner/family pensioner.

2. The matter has been examined and it has been decided that the employee/pensioner/family pensioner may, at any time before or after retirement/death of employee, make a request to the Appointing Authority seeking advance approval for grant of family pension for life to a permanently disabled child/sibling in terms of provisions contained in rule 54 of the CCS (Pension) Rules, 1972, which are reproduced as under:

*Proviso (iv) to sub-rule 6 (iv): before allowing the family pension for life to any such son or daughter, the appointing authority shall satisfy that the handicap is of such a nature so as to prevent him or her from earning his or her livelihood and the same shall be evidenced by a certificate obtained from a Medical Board comprising of a Medical Superintendent or a Principal or a Director or Head of the Institution or his nominee as Chairman and two other members, out of which at least one shall be a Specialist in the particular area of mental or physical disability including mental retardation setting out, as far as possible, the exact mental or physical condition of the child;*  
*Sub rule 10 (B): Family pension to the dependent disabled siblings shall be payable if the siblings were wholly dependent upon the Govt. servant immediately before his or her death and deceased Govt. servant is not survived by a widow or an eligible child or eligible parents.*

3. In terms of sub-rule (10-A) (reproduced below) a request for advance approval to the grant of family pension to the parents may be made to the Head of Office.

*Sub rule 10 A (a) : Family pension to the parents shall be payable if the parents were wholly dependent on the Govt. servant immediately before his or her death and the deceased Govt. servant*



---

*is not survived by a widow or an eligible child.*

*(b): The family pension, wherever admissible to parents, will be payable to the mother of the deceased Govt. servant failing which to the father of the deceased Govt. servant.*

4. On acceptance of such a request, the Head of Office (HOO) will immediately issue a sanction order for grant of family pension to such children/siblings/dependent parents on their turn. No further authorisation for grant of family pension to the disabled child/sibling/dependent parents would be required. The HOO and Pay and Accounts Officer (PAO) will maintain the details of such disabled children/siblings/dependent parents in the service book and pension file of the employee/pensioner to enable prompt processing of such requests. On the basis of this approval, the permanently disabled child/sibling/dependent parents will be authorised to receive family pension at the appropriate time, i.e., after the death of pensioner and/or after the death/ineligibility of any other member in the family eligible to receive family pension prior to the disabled child/sibling/dependent parents, as explained in the succeeding paragraphs.

5. The name(s) of permanently disabled child/children/siblings and/or dependent parents may be added to the PPO issued to the retiring Government servant if there is no other eligible prior claimant for family pension other than the spouse. No fresh PPO need to be issued in such cases and the family pension will be payable by the pension disbursing authority in the following order and the following manner:

- (i) **To the spouse** - on the death of the pensioner - on production of death certificate of pensioner. This family pension will continue till death or remarriage of spouse. In the case of a childless widow, the family pension may continue even after her re-marriage as per rules.
- (ii) **To the permanently disabled child/children** - on the death/remarriage of spouse -on production of such death certificate/remarriage-intimation. Family pension to the spouse will be discontinued and family pension would be allowed by the PDA for life for permanently disabled children in the order prescribed in Rule 54 of the CCS (Pension) Rules, 1972.
- (iii) **To the dependent parents** - first mother, then father - when claimants in (i) and (ii) die or become ineligible - on production of death certificate/remarriage-intimation of spouse and/or death certificates of all permanently disabled children, family pension would be allowed by the PDA to dependent parents. This family pension would continue till death of the dependent parents.
- (iv) **To the permanently disabled sibling/s** - when family pension to al above ceases to be payable on account of death/re-marriage - on production of death certificates/remarriage-intimation as applicable, the family pension will be allowed by PDA to the permanently disabled siblings.

6. For all other cases where there are other eligible prior claimants to family pension in accordance with rule 54 of CCS (Pension) Rules, 1972, the names of disbled child/children/dependent parents/ permanently disabled sibling will be added to the PPO issued to the preceding eligible family pensioner, based on the authorisation made as in para 3 above. Family pension to these permanently disabled child/children/siblings/dependent parents will be payable after the death/ineligibility of the prior claimant, as the case maybe.

---

7. The authorisation as indicated above shall be made in the PPO or by issuing a revised authority if a child, parents or siblings is authorised for family pension after issue of the PPO. The revised authority shall take the usual route to the pension disbursing authority. The Pension Disbursing Authority shall start disbursing family pension to the permanently disabled child/sibling or dependent parents after the death of the pensioner/spouse/other family pensioner, as the case may be, on the basis of the PPO/revised PPO, approval of the appointing authority and the death certificate(s) of the pensioner and other family pensioners and the self-certificate for income.

8. Such an authorisation shall become invalid in case a person becomes member of family after issue/amendment of such PPO and is entitled to family pension prior to the disabled child/sibling/dependent parents at the time of the death of the pensioner/spouse. For example, the pensioner may marry/remarry after the death of first spouse or adopt a child. Such spouse/child may be eligible for family pension at the time of death of the pensioner or death/ineligibility of the spouse. A child adopted by the spouse of the pensioner shall not be treated as a member of the family of the deceased pensioner. A decision regarding grant of family pension in such cases will be taken by the Head of Office in accordance with the provisions of rule 54 of the CCS (Pension) Rules, 1972.

9. In order to facilitate the Bank Authorities to promptly sanction the family pension in such cases, the Govt. Employees/pensioners/their spouses may open a bank account of such children/siblings/parents and indicate this information to the Head of Office for inclusion in the PPO/revised authority.

10. As regards pensioners/family pensioners belonging to the Indian Audit and Accounts Departments, these instructions issue after consultation with the Office of Comptroller and Auditor General of India.

Sd/-  
(Sujasha Choudhury)  
Deputy Secretary

All Ministries/Departments of the Government of India

Copy to:-

1. O/o CGA, 7th Floor, Lok Nayak Bhavan, New Delhi. (Apart from the usual action, it is also requested to make necessary amendments in the format of the PPO to accommodate authorisation of the permanently disabled children/siblings and dependent parents.)

2. CPAO, Trikoot-II, Bhikaji Kama Place, New Delhi-66 (It is requested to make necessary amendments in the Scheme Booklet to facilitate implementation of the above decisions).

3. National Trust for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities, 16-B, Bada Bazar Road, Old Rajinder Nagar, New Delhi-110060 (w.r.t. DO No. 1/67/NAT/2012, dated 6th March, 2013).

---

No. 1/22/2012-P&PW (E)  
Government of India  
Ministry of Personnel, P.G. & Pensions  
Department of Pension & Pensioners' Welfare

3rd Floor, Lok Nayak Bhawan,  
Khan Market, New Delhi  
Dated: 10th July, 2013

**OFFICE MEMORANDUM**

**Subject : (i) Payment of arrears of pension in cases where valid nomination has not been made under the Payment of Arrears of Pension (Nomination Rules, 1983;**  
**(ii) payment of arrears of family pension - reg.**

Attention is invited to the Payment of Arrears of Pension (Nomination) Rules, 1983 which provide that after the death of the pensioner, all moneys payable to the pension on account of pension will be paid to the nominee of the deceased pensioner. In the absence of any nomination made by the pensioner, the arrears of his/her pension are paid to the legal heir as per the procedure indicated in para 4 of part A of annexure to Ministry of Finance OM No. 1(3)-E.V/83, dated 11-10-1983. However, dependants of some pensioners expressed difficulties in obtaining the legal heir-ship certificates and represented that the necessity of production of legal heir-ship certificates may be waived where the amount of arrears payable is small.

2. The matter has been examined in Ministry of Finance, D/o Expenditure vide OM dated 4-6-1985 and it was decided that in case where a valid nomination does not exist under the Payment of Arrears of Pension (Nomination) Rules, 1983 and the dependent of pensioner is unable to produce the legal heir-ship certificate the Payment of Lifetime Arrears of Pension accruing to the deceased pensioner may be authorized on the basis of any documentary proof regarding the relationship and heir-ship of the claimant if the gross amount of arrear does not exceed Rupees 25,000. In such cases, if the gross amount did not exceed Rupees 5,000 and case represented no peculiar features, the accounts officer was authorised to make the payment on his own authority.

3. The Government has further looked into the matter and decided to increase the limits of Rupees 5000 and 25000 as indicated in Department of Expenditure OM, dated 4-6-85 to Rupees 50,000 and 2,50,000 respectively. The conditions and the procedure of payment as indicated in Department of Expenditure OM, dated 22-10-1983 and 4-6-1985 will remain the same, which are reiterated hereunder.

4. The Pension Disbursing Authority (PDA) may receive application alongwith any documentary proof regarding the relationship and heir-ship of the claimant. In case the claimant is the recipient of family pension, the disbursing Officer will verify the identity of the claimant with reference to the disburser's half as well as pensioner's half of the PPO and give a certificate of having done so. PDA will duly attest the documents received from the applicant and forward these along with the application to the Accounts Officer. The Accounts Officer, on receipt of application along with a copy of PPO of the pensioner and other documents from the PDA, will calculate the amount of arrears and issue necessary authority for payment of life-time arrears to the disbursing authority if the case does not present any

---

peculiar features and the amount does not exceed Rs. 50,000. In case the amount exceeds Rupees 50,000 but does not exceed Rupees 2,50,000, the Accounts Officer will obtain the orders of the Head of Department or Administrator or the CAG in the case of pensioners from Indian Audit & Accounts Department or any Officer of that Department declared as an HOD. Payment will be made on execution of a duly stamped indemnity bond in Form T.R. 14/G.A.R. 26, with such sureties as necessary in terms of para 7 below. In case of any doubt and also in case where the amount of arrears exceeds Rupees 2,50,000 payments shall be authorized to be made only to the persons producing the legal authority.

5. This department's OM No. 43/4/95-P&PW(G), dated 30-10-1995 stipulates that in the event of death of a family pensioner, the right to receive any arrears of family pension would automatically pass on to the eligible member of the family next in line. The requirement of succession certificate for payment of any arrears occurs only where there is no member in the family who is eligible to receive family pension after the death of the family pensioner. Therefore, it has been decided that the provisions of this office memorandum will also apply to the payment of arrears of family pension where no member of family is eligible to receive family pension.

6. The Head of Department here means the Head of Department as defined in rule 2 (xvi) of the General Financial Rules, 2005. However, in order to ensure that the citizens do not have to face unnecessary hardships, it has been decided that in the case of field establishments, the Administrative Ministries/ Departments may delegate the power of Head of Department to the Head of Office in the rank of Deputy Secretary/Director, if felt necessary by them. It is also clarified that this OM will cover all such past cases.

7. Normally, there should be two sureties, both of known financial stability. However, in case the amount of claim is less than Rs. 75,000/-, the authority accepting the indemnity bond for and on behalf the President of India should decide on the merits of each case whether to accept only one surety instead of two. The obligor as well as the sureties executing the indemnity bond should have attained majority so that the bond has legal effect or force. The bond is required to be accepted on behalf of the President by an Officer duly authorised under Article 299(1) of the Constitution.

8. These orders will not be applicable in cases where a valid nomination exists under the Payment of Arrears of Pension (Nomination) Rules, 1983. In such cases, the payment of arrears will be authorised to be made to the nominee (s).

9. As regards pensioners/family pensioners belonging to the Indian Audit and Accounts Departments, these Orders issue after consultation with the Comptroller and Auditor General of India.

10. This issues with the concurrence of Ministry of Finance, Department of Expenditure, vide their ID Note No. 568/E.V/2013, dated 28th June, 2013 and O/o Controller General of Accounts vide their ID No. 1(7)/TA-III/2011-12/Misc/116, dated 13-2-2013.

Sd/-  
(Sujasha Choudhury)  
Deputy Secretary

1. All Ministries/Departments of the Government of India
2. O/o The Comptroller & Auditor General of India
3. O/o The Controller General of Accounts, Lok Nayak Bhavan, New Delhi.
4. Pensioners' Associations as per mailing list maintained in this department.

---

No. 20/16/1998-P&PW (F)  
Government of India  
Ministry of Personnel Public Grievances and Pensions  
Department of Pension & Pensioners' Welfare  
\*\*\*\*\*

3rd Floor, Lok Nayak Bhawan,  
Khan Market, New Delhi  
Dated: 11th July, 2013

**OFFICE MEMORANDUM**

**Subject : Withholding of 10% gratuity from the retiring Government Servants - clarification regarding.**

The undersigned is directed to refer to this Department's OM of even number dated the 19th February, 2013 on the above cited subject and to say that this Department is still receiving representations from individuals and Pensioners Associations that Government Departments have been withholding 10% of the amount of gratuity from retirees even when they had not been provided any Government accommodation. This is in contravention of existing instructions.

2. The recovery and adjustment of Govt. dues from retirement gratuity is regulated under Rules 71 to 73 of the CCS (Pension) Rules, 1972. Rule (1) to (3) of Rule 72 *ibid* provide for recovery of actual amount of Govt. dues in respect of Govt. accommodation from pay & allowances before retirement and from Retirement Gratuity. Sub rule (5) of Rule 72 *ibid* stipulates that if, in any particular case, it is not possible for the Directorate of Estates to determine the outstanding licence fee, that Directorate shall inform the Head of Office that ten per cent of gratuity may be withheld pending receipt of further information. Further, if no Government accommodation is allotted to a Government servant, in accordance with Dte of Estate's OM No. 18011/5/1990-Pol-III dated 12-10-2010, it is for the Administrative Ministry to issue an 'NDC'.

3. As regards recovery in respect of 'Govt. dues' other than those pertaining to Govt. accommodation, the Head of Office is required to complete assessment of such dues eight months prior to the date of retirement [Rule 73(2)]. The actual amount of such dues and the dues which come to notice subsequently and remain outstanding are to be adjusted against the amount of retirement gratuity becoming payable to the Govt. servant on retirement.

4. It is, therefore, clear that there is no provision for withholding any part of gratuity at the time of retirement for the purpose of recovery of outstanding government dues other than those pertaining to government accommodation and the onus of timely collection of license fee is on the Directorate of Estates. If the Directorate of Estate does not specifically inform the Administrative Department of the outstanding dues and requests for withholding of 10% gratuity for the outstanding license fee. Gratuity cannot be withheld on this account. The only other circumstance under which gratuity can be withheld is in case of ongoing disciplinary proceedings against the Government servant. Thus the Pay and Accounts Officer **shall not withhold any gratuity unless** the Head of Office

(a) encloses instructions received from Directorate of Estate for withholding of 10% gratuity for outstanding license fee or

(b) Informs of ongoing disciplinary proceedings.

These instructions are for strict compliance of all Administrative Ministries/Departments.

5. A revised FORM 8 - form of letter to the Accounts Officer forwarding the pension papers of Government servant is also enclosed. Formal amendment in the CCS (Pension) Rules for revised Form 8 will be notified later.

Sd/-

(Tripti P. Ghosh)

Director (PP)

Tel: 24624802

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.

### FORM 8

**[Form of letter to the Accounts Officer forwarding the pension papers of a Government Servant]**

No .....  
Government of India  
Ministry of .....  
Department/Office .....  
Dated the .....

The Pay and Accounts Officer/  
Accountant General,

.....  
.....  
.....  
.....

**Sub:- Pension papers of Shri/Smt./Kumari .....**  
**For authorization of pension.**

Sir,

I am directed to forward herewith the pension papers of Shri/Smt./Kumari .....  
of this Ministry/Department/Office for further necessary action.

2. The details of Government dues which will remain outstanding on the date of retirement of the Government servant and which need to be recovered out of the amount of retirement gratuity are indicated below.

- (a) Balance of the house building or conveyance advance ..... Rs.
- (b) Overpayment of pay and allowances including leave salary ..... Rs.
- (c) Income Tax deductible at source under the Income Tax Act, 1961 (43 of 1961)

- 
- 
3. Your attention is invited to the list of enclosures which is forwarded herewith.
  4. The receipt of this letter may be acknowledged and this Ministry/Department/Office informed that necessary instructions for the disbursement of pension have been issued to disbursing authority concerned.
  5. The retirement gratuity will be drawn and disbursed by this Ministry/Department/Office on receipt of authority from you. The outstanding Government dues as mentioned in para 2 above will also be recovered out of the retirement gratuity before making payment.

Yours faithfully,

Head of Office.

**List of enclosures**

1. Form 5\* and Form 7 duly completed.
2. Medical certificate of incapacity (if the claim is for invalid pension).
3. Statement of the savings effected and the reasons why employment could not be found elsewhere (if claim is for compensation pension or gratuity).
4. Service Book (date of retirement to be indicated in the service book).
5. (a) Two specimen signatures, duly attested by a Gazette Government servant or in the case of pensioner not literate enough to sign his name, two slips bearing the left hand thumb and finger impressions, duly attested by a Gazetted Government servant.  
\*\*(b) Three copies of passport size photograph with wife or husband (eight jointly or separately) duly attested by the Head of Office.  
(c) Two slips showing the particulars of height and identification marks, duly attested by a Gazetted Government servant.
6. A statement indicating the reasons for delay in case the pension papers are not forwarded before six month of the retirement of Government servant.
7. Written statement, if any, of the Government servant as required under Rule 59(1)(a).
8. Brief statement leading to re-instatement of Government servant in case the Government servant has been re-instated after having been suspended, compulsorily retired, removed or dismissed from service.

---

*[NOTE- When initials or name of the Government servant are or is incorrectly given in the various records consulted, this fact should be mentioned in the letter.]*

*[FOOTNOTE- \* If a Government servant is compulsorily retired from service and delay is anticipated in obtaining Form 5 from the Government servant, the Head of Office may forward the pension papers to the Accounts Officer without Form 5. The Form may be sent as soon as it is obtained from the Government servant.]*

*[\*\*Only two copies of passport size photograph need to be furnished if the Government servant is governed by Rule 54 of the Central Civil Services (Pension) Rules, 1972 and is unmarried or a widower or a widow.]*

**Expected DA From January 2014.  
Possibility Of Increase Of DA By 11% to  
Central Govt Employees and Pensioners...!**

As per the present state DA has reached 90 %. At this juncture, Central Government Employees are eagerly waiting to know the percentage of increase in the month of Jan 2014. The DA increase in the month of Jan 2014 does have certain importance in it. Because when DA reaches 100%, there is a possibility of increase of certain allowances also simultaneously.

As per the recent publication of AICPIN value, DA has reached the height of 93.93 % at present. During the coming four months, if the AICPIN value increases by 1point, there is a possibility of DA reaching the 100 % mark. Likewise, if the average becomes 2point, there is a chance of reaching 101 % as DA. During the ensuing four months, based on the value calculation of AICPIN, it would be possible to calculate DA accurately. Still, there is maximum possibility of increase of DA by 11 %

<b>EXPECTED DA FROM JAN 2014 IF AICPIN RISE ONE POINTS IN THE BALANCE MONTHS OF AICPIN...</b>						
Jun-13	231	2648	220.67	104.91	90.62	90
Jul-13	235	2671	222.58	106.82	92.28	
Aug-13	237	2694	224.5	108.74	93.93	
Sep-13	238	2717	226.42	110.66	95.59	
Oct-13	239	2739	228.25	112.49	97.17	
Nov-13	240	2761	230.08	114.32	98.76	
Dec-13	241	2783	231.92	116.16	100.34	100
<b>IF AICPIN RISE TWO POINTS IN THE BALANCE MONTHS OF AICPIN...</b>						
Jun-13	231	2648	220.67	104.91	90.62	90
Jul-13	235	2671	222.58	106.82	92.28	
Aug-13	237	2694	224.5	108.74	93.93	
Sep-13	239	2718	226.5	110.74	95.66	
Oct-13	241	2742	228.5	112.74	97.39	
Nov-13	243	2767	230.58	114.82	99.19	
Dec-13	245	2793	232.75	116.99	101.06	101
<b>IF AICPIN RISE THREE POINTS IN THE BALANCE MONTHS OF AICPIN...</b>						
Jun-13	231	2648	220.67	104.91	90.62	90
Jul-13	235	2671	222.58	106.82	92.28	
Aug-13	237	2694	224.5	108.74	93.93	
Sep-13	240	2719	226.58	110.82	95.73	
Oct-13	243	2745	228.75	112.99	97.6	
Nov-13	246	2773	231.08	115.32	99.62	
Dec-13	249	2803	233.58	117.82	101.78	101



---

---

## **Amendment in Constitution of National Union of Postal Employees, Postmen & Group-D/MTS Group-C**

Government of India  
Ministry of Communications & IT  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi - 110001

No. 15/1/2010-SR

Dated : 18.07.2012

To

The General Secretary,  
National Union of Postal Employees Postmen  
& Group-D/MTS Group-C,  
CHQ, Delhi-110 054

Sub : Amendment in Constitution of National Union of Postal Employees  
Postmen & Group-D/MTS Group-C.

Sir,

I am directed to refer to your letter No. NU/P-IV/18th AIC/Amendment/2012 dated 4-5-2012 on the above mentioned subject and to inform that Government has provisionally approved amendment to the Constitution of National Union of Postal Employees Postmen & Group-D/MTS Group-C. The amended version will now read as given below:

**Clause No. 5(a)** All Postal Employees in Postmen and Allied Cadre and Group 'D'/Multi Tasking Staff in all Post Offices, Foreign Post and RLO shall be eligible to become members of the Union on application and expressing agreements in writing to abide by the Constitution of the Union. The membership of the Government Servant shall be automatically discontinued on his ceasing to belong to such distinct category.

**Clause No. 25(i)** Composition and Voting: The Circle Working Committee shall consist of Ex-Officio Office Bearers of the Circle Union or any other Office Bearer of Branch/Division Union if deputed by them in their physical absence by virtue of being an Office Bearer of Circle Union subject to the approval of the Central Working Committee.

**Clause No. 30(a)** The Monthly Subscription shall be Rs. 30/- per member per month.

---

---

**Clause No. 31(a)** The amount of monthly membership subscription released by Branch Union shall be allocated as between the Federation, All India Union, Circle Union, Divisional Union as quota in the following manner:

Federation	Re. 1
All India Union	Rs. 9
Circle Union	Rs. 9
Divisional Union	Rs. 7
Branch Union	Rs. 4

(per member per month)

**Clause No. 11 Discipline**

- (a) The Central Working Committee may make rules for guidance, management, control and functioning of the Union.
- (b) The Central Working Committee may similarly make rules for maintenance of discipline and adherence to the Constitution of Union.
- (c) Save as provided for specifically elsewhere in the Constitution and action taken in the interest of the Union may include:
  - i. Adoption of motion of no confidence.
  - ii. Suspension of Office Bearer and members of Executive from Offices in the Union.
  - iii. Appointment of Ad-hoc Committee where Divisional/Circle Branches are functioning in violation of Constitution declaring the existing Branch as defunct, subject to approval by the competent Authority.
  - iv. Re-election in such manner as may be expedient according to circumstances and
  - v. Expulsion from primary membership in respect of All India Union, the Central Working Committee, All India Conference shall take appropriate action.
  - vi. **Division/Branch Union cannot take disciplinary action against any Circle/ CHQ Office Bearers but may recommend such cases to higher bodies of the Union.**

2. The above amendment may be incorporated in the existing constitution of the Association and a fresh copy of the constitution submitted to this office, for record.

Yours faithfully,

Sd/-

(Subhash Chander)

Director (SR & Legal)

---

---

**राष्ट्रीय पोस्टमैन एवं समूह-घ/एमटीएस समूह-ग  
डाक कर्मचारी संघ के संविधान में संशोधन**

फा.सं. 15-01/2010-एसआर  
भारत सरकार  
संचार एवं सूचना प्रौद्योगिकी मंत्रालय  
डाक विभाग

डाक भवन, संसद मार्ग,  
नई दिल्ली-110116.  
दिनांक : 18 जुलाई, 2012

सेवा में,  
महासचिव,  
राष्ट्रीय पोस्टमैन एवं समूह घ/एमटीएस समूह ग  
डाक कर्मचारी संघ,  
सीएचक्यू, दिल्ली-110054

विषय: राष्ट्रीय पोस्टमैन एवं समूह-घ/एमटीएस समूह-ग डाक कर्मचारी संघ के संविधान में संशोधन।

महोदय,

मुझे उपर्युक्त विषय पर आपके पत्र सं. एनयू/पी-IV 18वां एआईसी/संशोधन/2012 दिनांक 4.5.2012 का सन्दर्भ देने और यह सूचित करने का निदेश हुआ है कि सरकार ने राष्ट्रीय पोस्टमैन एवं समूह-घ/एमटीएस समूह-ग डाक कर्मचारी संघ के संविधान में संशोधनों का अस्थायी रूप में अनुमोदन कर दिया है। संशोधित पाठ अब निम्नानुसार पढ़ा जाएगा:

खंड सं. 5 (क) पोस्टमैन और सम्बद्ध संवर्ग के सभी डाक कर्मचारी तथा सभी डाकघरों, विदेशी डाक और आरएलओ के समूह 'घ' / मल्टी टास्किंग स्टाफ आवेदन करने और संघ के संविधान के अनुपालनार्थ लिखित में सहमति व्यक्त करने पर संघ के सदस्य बनने के लिए पात्र होंगे। सरकारी सेवक की सदस्यता ऐसी निश्चित श्रेणी से उसका संबंध खत्म हो जाने पर स्वतः समाप्त हो जाएगी।

खंड सं. 25 (i) संरचना एवं मतदान : सर्किल कार्यकारिणी समिति में सर्किल यूनियन का पदेन पदाधिकारी अथवा उनकी गैर-हाजिरी में सर्किल यूनियन के पदाधिकारी होने के नाते उनके द्वारा नियुक्त शाखा/डिवीजन यूनियन का कोई अन्य पदाधिकारी शामिल होगा बशर्ते कि इसे केन्द्रीय कार्यकारिणी समिति अनुमोदित कर दे।

खंड सं. 30 (क) मासिक अंशदान प्रति सदस्य प्रतिमाह 30/- रु. होगा।

खंड सं. 31 (क) शाखा यूनियन द्वारा जारी मासिक सदस्यता अंशदान की राशि को फेडरेशन, अखिल भारतीय यूनियन, सर्किल यूनियन, डिवीजनल यूनियन में निम्न अनुपात से आबंटित किया जाएगा:

फेडरेशन	1 रु.
अखिल भारतीय यूनियन	9 रु.
सर्किल यूनियन	9 रु.
डिवीजनल यूनियन	7 रु.
शाखा यूनियन	4 रु.
(प्रति सदस्य प्रति माह)	

खंड सं. 11 अनुशासन

- (क) केन्द्रीय कार्यकारिणी समिति संघ के मार्गदर्शन, प्रबंधन, नियंत्रण और कार्यसंचालन के लिए नियम बना सकती है।
- (ख) केन्द्रीय कार्यकारिणी समिति अनुशासन बनाए रखने और संघ के संविधान के अनुपालन हेतु भी इसी प्रकार नियम बना सकती है।
- (ग) संविधान में विशेष रूप से अन्यत्र किए गए प्रावधानों को छोड़कर और संघ के हित में की गई कार्रवाई में निम्नलिखित शामिल होंगे:
- अविश्वास प्रस्ताव पारित करना।
  - संघ के पदों से पदाधिकारियों और कार्यकारिणी के सदस्यों को निलंबित करना।
  - जहां डिवीजनल/सर्किल शाखाएं संविधान का उल्लंघन करके कार्य कर रही हैं, वहां सक्षम प्राधिकारी के अनुमोदन के अध्यक्षीय मौजूदा शाखा को समाप्त करने की घोषणा करके तदर्थ समिति की नियुक्ति।
  - इस ढंग से पुनः चुनाव कराना जो परिस्थितियों के अनुसार समीचीन हो और
  - अखिल भारतीय संघ की प्राथमिक सदस्यता से निष्कासन तथा केन्द्रीय कार्यकारिणी समिति, अखिल भारतीय सम्मेलन उपयुक्त कार्रवाई करेंगे।
  - डिवीजन/शाखा संघ किसी सर्किल/सर्किल मुख्यालय के पदाधिकारियों के विरुद्ध अनुशासनिक कार्रवाई नहीं कर सकता परन्तु ऐसे मामलों को संघ के उच्चतर निकायों को सिफारिश करके भेज सकता है।
2. उपर्युक्त संशोधन संघ के मौजूदा संविधान में समाविष्ट किए जाएं और संविधान की नई प्रति रिकार्ड के लिए इस कार्यालय को भेज दी जाए।

भवदीय,

- सही -

(सुभाष चन्द्र)

कन्सलटेंट (एसआर)

प्रतिलिपि

सभी सर्किल अध्यक्ष

---

---

**Government of India**  
**Ministry of Personnel, Public Grievances and Pensions**  
**D/o Pension & Pensioners' Welfare**  
**(www.pensionersportal.gov.in)**

3rd Floor, Lok Nayak Bhawan  
Khan Market  
New Delhi-110003  
Dated : 06/08/2013

To,  
Shri T.N. Rahate  
Genl. Secy and President FNPO, National  
Union of Postal Employees, Dalvi Sadan,  
Khurshid Square, Civil Lines PandT Colony  
Delhi-110054

**Registration Number : DOPPW/P/2013/02443**  
**Subject : New Pension Scheme**

Sir,

Please refer to your representation dated 28/05/2013, which is hereby forwarded to:-

**M M Misra**  
**Astt. Director General PG**  
**Department of Posts**  
**Room No. 236D, Dak Bhawan,**  
**Parliament Street**  
**New Delhi-110001**

who will examine the issues as per extant rules/orders and will inform you suitably.

Further correspondence in the matter may be addressed to the above address directly. Please mention the above given registration number in the future correspondence.

Thanking You,

**Yours faithfully**  
**Sd/-**  
**(Kailash Chander)**  
**Under Secy. to Govt. of India**  
**Email : kailash/.chander12@nic.in**

**Note :** To know the status of your grievances online, please open the Pensioners' Portal ([www.pensionersportal.gov.in](http://www.pensionersportal.gov.in)) and click on Grievances Registration -> Pension Related. After that click on 'View Status of your Grievances'.

---

---

**LGO Examination, 2013**

File No. A-34012/07/2013-DE  
Government of India  
Ministry of Communications & IT  
Department of Posts  
(Recruitment Division)

Dak Bhawan, Sansad Marg,  
New Delhi-110 001

**Dated : 6th August, 2013**

To

Shri T.N. Rahate,  
General Secretary & President FNPO,  
Dalvi Sadan, Khurshid Square,  
Civil Lines, P&T Colony,  
Delhi-110054.

**Sub : Conducting of Limited Departmental Competitive Examination for promotion of Lower Grade Officials to the cadre of Postal Assistants/Sorting Assistants for the year 2013 - request for changing cut-off date.**

I am directed to refer to your letter No. NU/P-IV/Change of Cut-off-date/LGO Exam, 2013/1/2013 dated 04-07-2013 on the above mentioned subject.

2. The matter has been examined and it is stated that the cut-off date is prescribed as per the DOP&T instructions and this has to be relaxed by DOP&T only and the Recruitment Rules have to be amended as per the procedure prescribed. Therefore, your request for changing the cut-off date has not been considered. This was already informed to you during the RCM Meeting held on 02-08-2013. This issues with the approval of the Competent Authority.

Sd/-  
(M.C. Pandey)  
Assistant Director General (DE)

---

---

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 November 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 18-2-2009.**

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 September 2009, has been examined in consultation with DoPT (the Nodal Department). The nodal department observed that Para 6.2 speaks about the cases where financial upgradation had been granted to Government servants in the next higher scale in the hierarchy of their cadre as per provisions of the ACP Scheme of 1999 but as a result of implementation of 6th CPC recommendations, the next higher post in the hierarchy of the cadre had been upgraded by granting a higher grade pay, the pay of such employees with reference to higher grade pay granted to the post. The issue has accordingly been considered in this Directorate in consultation with Integrated Finance Wing.

2. In supersession to orders contained in this Directorate letters No. 1-9/2008-PCC dated 15-01-2009, No. 1-20.2008-PCC (Pt) dated 6-9-2010 and clarification issued under Para 4 & 5 of this Directorate Letter No. 1-20/2008-PCC (Pt) dated 18-7-2011, the application of Para 5 and 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 1-9-2008, their admissibility of financial upgradation may be reviewed on 1-9-2008 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 1-1-2006 in pay scale of Rs. 2610-4000, their pay will be fixed on 1-1-2006 in the grade pay of Rs. 1800 and on getting BCR between 1-1-2006 and 31-8-2008, 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 1-9-2008.

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

Pay will be regulated in accordance with para 6 of Annexure-I to MACPs in cases where the pay scales of the promotional posts were upgraded as a result of implementation of the 6th CPC. In cases where the pay scales of the promotional posts were not upgraded they will be allowed the corresponding pay band with grade pay as admissible with reference to pre-revised pay scales of the promotional posts as admissible under ACP Scheme of August, 99. TBOP/BCR/ACP are available during the period between 1-1-2006 and 31-8-2008 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 9-9-2010.

3. The cases of officials retired/died on or after 1-1-2006 but before 1-9-2008 and conferred the benefits of TBOP/BCR/ACP in conformity with Para 4 & 5 of this Directorate letter dated 18-7-2011 shall not be reopened. However, financial implication resultant to implementation of this clarification should be furnished to this Directorate for further necessary action with details of each case in a separate annexure. Circles will wait for Directorate's instructions regarding recovery, if any.

This issues with the approval of the competent Authority.

Sd/-

(Surendra Kumar)

Assistant Director General (GDS/PCC)



---

---

F. No. 20-05/2013-PAP  
Government of India  
Ministry of Communication and IT  
Department of Posts  
(Establishment Division)  
Dak Bhawan, Sansad Marg, New Delhi-110001  
\*\*\*\*\*

The 02nd September, 2013

To

All Heads of Circles,  
All GM (PAF)/DAS (P),  
All Directors Postal Staff College India/PTCs.

**Subject : Clarification on Encashment of Earned Leave in connection with Leave Travel Concession - Payment of difference regarding.**

Sir/Madam,

I am directed to forward herewith a copy of the extracts on FAQ in respect of Leave Encashment with Leave Travel Concession issued under DOP&T's No. 21011/08/2013-Estt (AL) Dated 'Nil' downloaded from the official website of Department of Personnel & Training for kind information and further necessary action in this regard.

Yours faithfully,

Sd/-

(Shankar Prasad)

Assistant Director General (Estt.)

Encl : As above.

Copy to :

1. PPS to Secretary (Posts).
2. All Members of Postal Services Board.
3. JS&FA (Posts).
4. DDG (PAF)/Secy. (PSB)/GM (F) BDD/CGM (PLI).
5. All oth DDs. (G) in Postal Directorate.
6. CPMG, Delhi Circle, New Delhi-110001.
- 7,8 Guard File/Spare copy.
9. Deptl. Website through : PTC Mysore.

Sd/-

(Narendra Prakash)

Section Officer (PAP)

No. 21011/08/2013-Estt (AL)  
Government of India/Bharat Sarkar  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel & Training

\*\*\*\*\*

Establishment (Leave Section)		
<b>General entitlement of leave</b>		
Sl No.	Frequently asked Question	Answer
1.	<p>What is the maximum period of leave of any kind which can be allowed to a Government servant? What is the impact if such limit is exceeded?</p>	<p>No. Government servant shall be granted leave of any kind for a continuous period of 5 years {Rule 12(1)} Normally, absence from duty, with or without leave, for a continuous period exceeding 5 years other than on foreign service, implies that such Government servant has deemed to have resigned from Government service. {Rule 12(2)}.</p>
2.	<p>What are the leave entitlements of Govt. Servants serving in a vacation Department?</p>	<p>The Rule 28 of the CCS (Leave) Rules, 1972 which came into effect from 1-9-2008 regulates the grant of Earned Leave for persons serving in the Vacation Department. The said rule provides for as follows :-</p> <p>(1) (a) A Government servant (other than a military officer) serving in a vacation Department shall not be entitled to any earned leave in respect of duty performed in any year in which he avails himself of the full vacation.</p> <p>(b) In respect of any year in which a Government servant avails himself of a portion of the vacation, he shall be entitled to earned leave in such proportion of 30 days, as the number of days of vacation not taken bears to the full vacation: Provided that no such leave shall be admissible to a Government servant not in permanent employ or quasi-permanent employ in respect of the first year of his service.</p> <p>(c) If, in any year, the Government servant does not avail himself of any vacation, earned leave shall be admissible to him in respect of that year under rule 26.</p> <ul style="list-style-type: none"> <li>• For the purpose of this rule, the term 'year' shall be construed not as meaning a calendar year in which duty is performed but as meaning twelve months of actual duty in a Vacation Department.</li> <li>• A Government servant entitled to vacation shall be considered to have availed himself of a vacation or a portion of a vacation unless he has been required by general or special order of a higher authority to forgo such vacation or portion of a vacation: Provided that if he has been prevented by such order from enjoying more than fifteen days of the vacation, he shall be considered to have availed himself of no portion of the vacation.</li> <li>• When a Government servant serving in a Vacation Department proceeds on leave before completing a full year of duty, the earned leave admissible to him shall be calculated not with reference to the vacations which fall</li> </ul>

		<p>during the period of actual duty rendered before proceeding on leave but with reference to the vacation that falls during the year commencing from the date on which he completed the previous year of duty.</p> <ul style="list-style-type: none"> <li>As per Rule 29(1) the half pay leave account of every Government Servant (other than a military officer shall be credited with half pay leave in advance, in two instalments of ten days each on the first day of January and July of every calendar year. This is subject to conditions laid down in OM No. 13013/2/2008-Estt.(L) dated 11-11-2008.</li> </ul>
--	--	--

<b>Leave Encashment with LTC</b>		
<b>Sl No.</b>	<b>Frequently asked Questions</b>	<b>Answer</b>
1.	Whether encashment of leave is allowed after LTC is availed?	Sanction of leave encashment should, as a practice, be done in advance, at the time of sanctioning the LTC. However, ex-post-facto sanction of leave encashment on LTC may be considered by the sanctioning authority as an exception in deserving cases within the time limit prescribed for submission of claims for LTC.
2.	Whether encashment of leave with LTC can be availed at the time when the LTC is availed by the Government servant only or can leave be encashed at the time when LTC is availed by family members?	Yes. A Govt. servant can be permitted to encash earned leave upto 10 days either at the time of availing LTC for himself or when his family avails it provided other conditions are satisfied.
3.	Whether leave encashment should be revised on retrospective revision of pay/D.A.?	In terms of 38-A of CCS (Leave) Rules, encashment of EL alongwith LTC is to be calculated on pay admissible on the date of availing LTC and DA admissible on that date. If pay or DA admissible has been revised with retrospective effect, going by the rule the Govt. servant would be entitled to encashment of leave on the revised rates.
4.	Whether encashment of Earned Leave and Half Pay Leave is admissible to Industrial Employees?	The industrial employees, other than those under the cadre control of the Ministry of Railways, are entitled to encash both Earned Leave and Half Pay Leave, subject to overall limit of 300. The cash equivalent of Half Pay Leave shall be equal to leave salary admissible for Half Pay Leave plus Dearness Allowance admissible on the leave salary admissible for Half Pay Leave plus Dearness Allowance admissible on the leave salary without any reduction being made on account of pension and pension equivalent of other retirement benefits payable. But no commutation of Half Pay Leave shall be allowed to make up for the shortfall in Earned Leave and these orders are effective from 7-1-2006. {OM No. 12012/3/2009-Estt. (L) dated 28-12-2012}.

---

---

## General Secretary Letters to DG/Secretary (P) and Department of Posts

1. NU/P-IV/Clarification/Recruitment/Postman - Mailguard/1/2013 dt. 22-05-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Clarification regarding eligibility condition in respect of **Recruitment of Postmen/Mailguard & MTS.**
2. FNPO/Request for appointment/Compassionate/PVP/Amravati/1/2013 dt. 23-05-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Request for **appointment on compassionate ground.**
3. FNPO/Clarification/Severance Gratuity/GDS/1/2013 dt. 23-05-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Clarification regarding severance gratuity to the GDS Employees promoted to MTS & Postmen Cadre. **Ref.:** 6-11/2009-PE-II, New Delhi, 1-4-2011. Case of Andhra Pradesh Circle.
4. NU/P-IV/Misappropriation of Money/UP Postal Bank/1/2013 dt. 27-05-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Kind Attention : DDG (Vigilance), New Delhi Subject :** Misappropriation and laundering of money **by the Directors and Committee Members of UP Postal Primary Bank Ltd., Lucknow-1 - reg.**
5. NU/P-IV/Request to keep pending abolition of posts/TNC/1/2013 dt. 27-05-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Request to keep pending of abolition of Postman Vacant Posts of **Annual Direct Recruitment** for the year **2005, 2006, 2007 and 2008** throughout Tamil Nadu Circle - reg.
6. FNPO/Placement of Candidate/NPS to Old Pension Scheme/1/2013 dt. 28-05-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Placement of candidate from NPS (New Pension Scheme) to Old Pension Scheme, **CCS (Pension) Rule - Reg.**
7. NU/P-IV/Irregularity in Upgrading/Kanpur/UP/1/2013 dt. 29-05-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Kind Attention : DDG (VO, Dak Bhawan. Subject :** Irregularity in giving **upgrading posting to Shri Shailendra Mishra**, formerly Postman, Dilkhush PO, Lucknow and now PA, Kanpur PO, UP Circle - reg.
8. NU/P-IV/CWC/Resolution/2013 dt. 04-05-2013. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Adoption of various resolutions during **CWC of NUPE P-IV** held at Ahmedabad in between **30th, 31st May, 2013 and 1st June 2013.**
9. NU/P-IV/CHQ/Vacant Post/2013 dt. 04-06-2013. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Filling up vacant posts of Office Bearers of CHQ, of NUPE P-IV, Delhi. According to the Constitution Article-9 of NUPE P-IV Union.
10. FNPO/Stopping meetings at all Level/AIPEDEU/1/2013 dt. 06-06-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Kind Attention to Shri Malik, Director (SR & Legal). Subject :** **Stopping the members of AIPEDEU availing meeting under the banner of NFPE Federation** with the CPMG, PMGs, SSPOs, SPOs, Director in all the Circle, RO, DO.
11. NU/P-IV/Treatment of 'Dies Non'/Delhi GPO/1/2013 dt. 22-05-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Kind Attention : Director (SR & Legal). Subject :** Treatment of **period on 25-3-2009** in respect of Postman, Delhi GPO, Delhi-110006.

12. FNPO/IP Exam 2012/Wrong answers/NSS/PA/Kolhapur/1/2013 dt. 25-06-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Kind Attention : ADG (DE). Subject : IP Departmental examination 2012 wrong answers revision - regarding Ref.: F. No. A-34013/07/2012-DE/Result of the Departmental Examination for selection to the Post of Inspectors of Post Examination for the year 2012 held from 13th and 14th October 2012.**
13. NU/P-IV/Change of Cut-off-date/LGO Exam, 2013/1/2013 dt. 04-07-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Kind Attention : Shri M.C. Pandey, ADG (DE). Subject : Request for changing cut-off-date for conducting of Limited Departmental Competitive Examination for promotion of lower grade official to the cadre of Postal Assistants/Sorting Assistant for the year 2013 - reg. Ref.: No.A-34012/7/2013-DE GOI Ministry of Communication & IT, Department of Posts (DE Section) dated 17-6-2013.**
14. NU/P-IV/Treatment of 'Dies Non/2013 dt. 08-07-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Kind Attention : Director, (SR & Legal). Subject : Treatment of Period on 25-3-2009 in respect of Postman, Delhi GPO, Delhi-110006. Ref.: 10-9/2013-SR, Department of Posts (SR Section) dtd. 18-6-2013.**
15. NU/P-IV/MH/Ratnagiri/2013 dt. 01-08-2013. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Kind Attention : Shri Arun Malik, Director (SR & Legal). 319, Dak Bhawan, New Delhi-110001. Subject : Irregular withdrawal of Trade Union facilities of Division Secretaries of National Union (Case of Ratnagiri Division of Maharashtra & Goa Circle).**
16. FNPO/Transfer on humanity ground/Bihar Circle/1/2013 dt. 06-08-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Transfer on immunity ground, the Circle Office Bearer - Case of Bihar Circle, Treasurer of AIPAOEU, Shri S.K. Basak.**
17. FNPO/Problems of Sahar P&T Colony/MHC/1/2013 dt. 17-08-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Problems of Sahar P&T Colony, Maharashtra**
18. FNPO/Irregular Termination/KGP&AMJ/Manmad/1/2013 dt. 17-08-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Irregular termination of Servashri K.G. Pawar and A.M. Jagdhane, Part Time Employees in the 'L' Division, Manmad, Maharashtra Circle - Reg.**
19. NU/P-IV/Kit Item/Specification/1/2013 dt. 28-08-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Regarding change of specifications of all kit items.**
20. FNPO/Problems of Sahar P&T Colony/MHC/1/2013 dt. 26-08-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Problems of Sahar P&T Colony, Maharashtra**
21. FNPO/Multiple Frauds/Haryana Circle/1/2013-14 dt. 03-09-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Multiple number of frauds in Haryana Circle amounting to crores of rupees in the Postal Department with no action against fraudsters - reg.**
22. NU/P-IV/Recruitment/Postman/Group 'D' MTS/3/2013 dt. 05-09-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Non-implementation of the Orders issued by the Directorate, New Delhi, in respect of recruitment to the vacant post of Postman & MTS for the year 2009 to 2013 - reg.**

23. NU/P-IV/Delivery Efficiency of Mail/Delhi Circle/1/2013 dt. 10-09-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Regarding enhancement of the **delivery efficiency of mail in Delhi Circle**.
24. NU/P-IV/Postponement of LGO Exam/Kerala/1/2013 dt. 10-09-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Request for **postponement** of date of **LGO Examination** due to 'Onam' in Kerala Circle.
25. NU/P-IV/Suggestion/Increase in Revenue/IMO/1/2013 dt. 10-09-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Kind Attention to Shri Arunji Malik, Director (SR/Legal), 319, Dak Bhawan, Sansad Marg, New Delhi-110001. Subject** : Suggestion for remitting the Subscription from the Authorised members Union direct to **Circle/Union, CHQ Union & Federation** respectively as prescribed in the Constitution of the Union by **means of IMO**, to boost the revenue of the Department.
26. NU/P-IV/Separation of MR/1/2013 dt. 20-09-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : **Subject** : **Shifting of Mumbai Region Staff Employees work** to the staff in the CO Staff Employees in order to cater better services to the staff employees as in the past and **saving of Government revenue. (NFPE and FNPO both the Federation and Administration Union are in favour)**.
27. NU/P-IV/Separation of MR/1/2013 dt. 09-10-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : **Subject** : **Shifting of Mumbai Region Staff Employees work** to the staff in the CO Staff Employees in order to cater better services to the staff employees as in the past and **saving of Government revenue. (NFPE and FNPO both the Federation and Administration Union are in favour)**.
28. NU/P-IV/M.P./Kit/Fund/2013 dt. 21-10-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Non-allotment of funds - Case of M.P. Circle
29. NU/P-IV/M.P./Recruitment/2013 dt. 21-10-2013. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Non-recruitment of Postmen - Case of M.P. Circle.
30. NU/P-IV/3<sup>rd</sup> CWC/Jabalpur (M.P.)/3/2013 dt. 22-10-2013. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject** : **CWC of NUPE Postmen & Group 'D' / Multi Tasking Staff, Group 'C'- in Jabalpur (M.P.) Circle from 28th November, 2013 to 30th November, 2013.**
31. NU/P-IV/Maharashtra/Aurangabad/2013 dt. 29-10-2013. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : **Request for vigilance enquiry from Director level** in case of misconduct, misbehaviour of Shri S.B. Tathe, ASPOs, South Sub Division, Aurangabad.
32. NU/P-IV/Recruitment Postman MTS/2/2013 dt. 01-11-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Request for issue of **clarification in R/O neighbouring Division** means only Postal Division and not RMS Division in case of filling of vacant post of Postman MTS cadre from GDS & Casual labour Staff.
33. NU/P-IV/Recruitment Postman MTS/Fund/4/2013 dt. 30-10-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : **Request for allotment of required fund for completing process of recruitment of Postman MTS Staff (All Circles)**.
34. NU/P-IV/WB/DCRG/M. Karchaudhary/2013 dt. 16-11-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Request for issue of instructions

- to drawing and disbursing officer and sanctioning authority of **BCRG** not to deduct society dues from DCRG amount - Case of **Smt. Madhu Karchaudhary, W/o Late Postmen Partha S. Karchaudhary**, Regent Park PO, Kolkatta.
35. FNPO/Irregular Termination/KGP & AMJ/Manmad/1/2013 dt. 16-11-2013. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Irregular termination of **Shri K.G. Pawar** and **Shri A.M. Jagdhane**, Part Time Employees in the 'L' Division Manmad, Maharashtra Circle.
  36. NU/P-IV/Business through BNPL/1/2013 dt. 16-05-2013. To, Smt. Kalpana Tiwari, CGM (BD), 5th Floor, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Procuring **BNPL, EPP, Business** through direct transaction with the concern PO's **without middle agent** - reg.
  37. NU/P-IV/Postman/MTS Revision Case/3/2013 dt. 08-10-2013. To, Smt. P. Gopinath, IPS, Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject** : Non-implementation of Orders of **Chief General Manager, Mail Business**, CGM (MB) issued before 1½ years to all CPMG/PMG in R/O review of all delivery offices for postmen Posts taking into consideration of **measuring foot beat of Postmen** and **finalisation of review** and declaration of additional justified posts of Postmen/MTS intimated to the Directorate.
  38. NU/P-IV/Principal Bench CAT/2/2013 dt. 15-10-2013. To, Smt. P. Gopinath, Secretary (P), Department of Posts, Dak Bhawan, New Delhi-110001. **Subject** : **To stop the abolition of 2/3 vacant post of Postman and MTS for the year 2005 to 2008 - reg. (in India Post)**
  39. NU/P-IV/Kit Item/Specification/1/2013 dt. 14-10-2013. **Reminder 1.** To, Smt. P. Gopinath, Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Regarding change of **specifications of all kit items.**
  40. FNPO/Stopping meetings at all Level/AIPEDEU/1/2013 dt. 14-10-2013. **Reminder 1.** To, Smt. P. Gopinath, Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : **Stopping the members of AIPEDEU availing meeting under the banner of NFPE Federation** with the CPMG, PMGs, SSPOs, SPOs, Director in all the Circle, RO, DO.
  41. NU/P-IV/Theft in P&T Colony/Vakola/Dys/2/2013 dt. 15-10-2013. **Reminder 1.** To, Smt. P. Gopinath, Secretary (P), Department of Posts, Dak Bhawan, New Delhi-110001. **Subject** : Theft in the P&T Colony, **D-14/2, Vakola**, Santacruz (E), Mumbai-400029 allotted to **Shri D.Y. Solanki, Mahim HO, Mumbai-400016 - reg.**
  42. NU/P-IV/Foreign Post/Arrears/2013 dt. 30-10-2013. To, Smt. P. Gopinath, Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Implementation of Judgement of Delhi High Court dtd 29-7-2011 in WP No. 3225/2007 in OA No. 164/2005 in the matter of Dharm Singh and others (Group 'D' Officials of Foreign Post, Delhi). **Ref.:** Letter No. Inv/D-03 to 17/2007/Vol III/2012 dated 13/24-9-2014 and Letter No. Acctt/24/Revised Pay Fixation/2012 dated 26-2-2013 addressed to Assistant Director (GDS/PCC) Department of Posts, Pay Commission Cell issued from Assistant Director (A&V), Foreign Post, Mumbai.

### **Andhra Pradesh Circle**

1. NU/P-IV/Washing allowance/Postman dt. 23-05-2013. To, The Chief Postmaster General, Andhra Pradesh Circle, Hyderabad-500001. **Subject** : Payment of washing allowance to the Postman & Group 'D' Employees - reg. **Ref.:** ST/GDS/Union/07 dated 1-10-2012.

### **Bihar Circle**

1. FNPO/DPC/Bihar Circle/1/2013 dt. 17-06-2013. To, The Chief Postmaster General, Bihar Circle, CGO Complex, Patna, Bihar-800001. **Subject** : Conveyance of DPC at regular interval - reg.

---

---

### Delhi Circle

1. FNPO/Departmental Council Items/2013 dt. 28-05-2013. To, Shri Giriraj Singh, Secretary, Staff Side Departmental Council, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Agenda Items for ensuing **Departmental Council Meeting**.
2. NU/P-IV/Misappropriation of Union Money/Delhi GPO/1/2013 dt. 29-05-2013. To, The Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, New Delhi-110001. **Subject** : Misappropriation of **Union's money (Subscription)** by **Shri Trilok Singh** then Branch Secretary, Delhi GPO, Delhi - reg.
3. NU/P-IV/Combine Duty/Malkaganj/New Delhi/1/2013 dt. 23-07-2013. To, Shri Y.P.S. Mohan, Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, New Delhi-110001. **Subject** : Compulsorily **combined duty** to the Postman Staff, **Malkaganj PO**, New Delhi-110007 - Reg.
4. NU/P-IV/Non-supply of medicine/Non approved by CGHS/1/2013 dt. 23-07-2013. To, The Ministry of Health & Welfare, Government of India, Nirman Bhawan, Bldg., Nirman Bhawan PO, New Delhi-110011. **Subject** : **Non-supply of medicines** recommended by the Panel Hospitals under CGHS by CGHS dispensary.
5. NU/P-IV/Bldg. repairing/CHQ/1/2013 dt. 26-08-2013. **Reminder 1**. To, The Chief Postmaster General, Delhi Circle, New Delhi-110001. **Subject** : Repair of main gate of **premises of Dalvi Sadan**, Civil Line, P&T Colony, Delhi-110054 - reg.
6. NU/P-IV/D/C/Change of Membership/2013-14 dt. 26-08-2013. To, Shri Y.P.S. Mohanji, CPMG, Delhi Circle, Meghdoot Bhawan, Link Road, New Delhi-110001. **Subject** : Change of membership from one Union to another Union in the month of April 2013
7. NU/P-IV/Repairing of CHQ Office/New Delhi/1/2013 dt. 05-09-2013. To, The Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, New Delhi-110001. **Subject** : Major and urgent repairing to **NUPE P-IV, CHQ Office, Dalvi Sadan**, Khurshid Square, Civil Lines, New Delhi-110054
8. NU/P-IV/Draft/Cadre Re-structuring/13/2013 dt. 24-10-2013. To, Shri V.P. Singhji, DDG (P) and Chairman, Cadre Re-structuring Committee, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Proposal for cadre restructuring - **Case of Postmen, Group 'D'/MTS Staff**

### Gujarat Circle

1. NU/P-IV/Adequate Staff/Manikbaug Vistar PO/GJC/1/2013 dt. 10-08-2013. To, Shri R.K. Jayabhay, Director, Postal Services (HQ), Khanpur, Ahmedabad-380001. **Subject** : Adequate staff of delivery Postman, increasing **number of beats**, deploying GDS Outsider or Direct Outsider in supplementing the additional work in Manikbaug Vistar PO-380015, Ahmedabad.
2. NU/P-IV/Held in abeyance/Revision/Navrangpura HO/1/2013 dt. 16-08-2013. To, Shri R.K. Jayabhay, Director, Postal Services (HQ), O/o CPMG, Gujarat Circle, Khanpur, Ahmedabad-380001. **Subject** : Request to **hold in abeyance** the earlier revision case of **Navrangpura HO-380009** and cause **fresh special revision case** for the year 2013 to be finalised in the year 2013 - reg.
3. FNPO/Request Transfer U/R 38/PMP/PA Rajpipla/MDG/1/2013 dt. 10-09-2013. To, Shri P.M. Parmar, PA., Rajpipla, MDG, Bharuch Division, Bharuch-392001.



---

---

### Jammu & Kashmir

1. NU/P-IV/Pay Fixation/Baldevraj/Jammu Tawi HO/J&K/1/2013 dt. 11-10-2013. **Reminder 1.** To, Shri Chandraprakashji, Chief Postmaster General, Jammu & Kashmir Circle, Jammu-180001. **Subject : Pay Fixation of Shri Baldevraj, Safaiwala, Jammu Tawi HO-180005.**
2. NU/P-IV/Jammu DN/Change of Membership/1/2013-14 dt. 14-10-2013. To, Shri Chandra Prakash, CPMG, J&K Circle, GPO Complex, Residency Road, Srinagar-190001. **Subject : Change of membership from one Union to another Union in the month of April 2013.**

### Karnataka Circle

1. NU/P-IV/Protracting Correspondence/KCG/KTC/1/2013 dt. 26-06-2013. To, Shri K.C. Gangaiah, Circle Secretary, NUPE P-IV, Karnataka Circle, Bangalore-560001. **Subject : Regarding protracted correspondence with the competent Authorities in the Karnataka Circle made by the General Secretary, NUPE P-IV, CHQ, New Delhi-110054.**

### Kerala Circle

1. NU/P-IV/Reconciliation of Branch/Kerala Circle/1/2013 dt. 08-06-2013. To, Shri C. Moideenkutty, Circle Secretary, NUPE P-IV, Kerala Circle, Pannai HO, Kerala-679577. **Subject : Re-conciliation with the suspended Branch/Division of Union with cooperation and broad mindedness in Kerala Circle in the interest of Union.**
2. NU/P-IV/CWC/Minute Book and attendance/1/2013 dt. 11-10-2013. To, Shri Moiddin Kutty, Circle Secretary, NUPE P-IV, Kerala Circle. **Subject : Regarding the CWC meetings held on 24, 25 September 2013, said meetings notice, attendance and copy of the minutes supply thereof.**
3. NU/P-IV/Kerala/Palakkad/1/2013 dt. 01-11-2013. To, The Chief Postmaster General, Kerala Circle, Thiruanantapuram. **Subject : Formation of Adhoc Committee for Palakkad Divisional Branch of National Union of Postman Group 'D'/MTS.**
4. NU/P-IV/Kerala/Palakkad/2/2013 dt. 12-11-2013. To, The Sr. Superintendent of Post Offices, Palakkad Division, Palakkad-1. **Subject : Posting of Adhoc Committee. Ref.:** Circle Secretary, Kerala Circle, NU P-IV Letter No. Nil dated 30-10-2013.

### Madhya Pradesh Circle

1. नैशनल यूनियन P-IV/मंडल कार्यकारिणी गठन/अधिवेशन/1/2013 dt. 27-05-2013. प्रति, श्री राधेश्याम वर्माजी, मंडल सचिव, नै.यू. पोस्टमैन एवं ग्रुप डी/MTS, मध्य प्रदेश मंडल, होशंगाबाद. **विषय : मंडल अधिवेशन 2013 की चुनाव प्रक्रिया संविधान के अनुसार नहीं हुई के बारे में.**
2. NU/P-IV/M.P. Circle C/2013 dt. 15-06-2013. To, The Chief Postmaster General, M.P. Circle, Bhopal, Bhopal-462012. **Subject : Approval from CHQ to newly elected Circle Body of NUPE P-IV, M.P. Circle - Conference held on 24<sup>th</sup> April, 2013 to 26<sup>th</sup> April, 2013.**
3. NU/P-IV/Problems of Jabalpur Division/MP Circle/1/2013 dt. 17-08-2013. To, The Chief Postmaster General, Madhya Pradesh Circle, **Subject : The problems of Jabalpur Division in MP Circle - reg.**
4. NU/P-IV/Katni/2013 dt. 21-10-2013. To, The Chief Postmaster General, Madhya Pradesh Circle, Bhopal. **Subject : Request for implementation of Transfer Order of Shri S.K. Pathak, Postmaster Katni to Shajapur**

5. NU/P-IV/Postal Colony/Jabalpur/Katni/2013 dt. 21-10-2013. To, The Chief Postmaster General, Madhya Pradesh Circle, Bhopal. **Subject** : Dilapidated condition of Postal Colony at Jabalpur/ Katni
6. NU/P-IV/Jabalpur/2013 dt. 21-10-2013. To, The Chief Postmaster General, Madhya Pradesh Circle, Bhopal. **Subject** : Long pending problems of Jabalpur Division.

### **Maharashtra Circle.**

1. NU/P-IV/Supply of Uniform/1/2013 dt. 16-05-2013. To, Shri H.C. Agarwal, Postmaster General (MR), Mumbai-400001. **Subject** : **Supply of Uniform** and kit item to the eligible employees in the Postal Department.
2. NU/P-IV/Non-Supply of Umbrella/Maharashtra Circle/1/2013 dt. 18-05-2013. To, Col. Shri K.C. Mishraji, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject** : Regarding non-supply of Umbrella, to Postman & MTS Staff in Maharashtra Circle. Case of **purchase of non-usable** umbrella to PSD Mumbai
3. NU/P-IV/Non-supply of chappals/Postman & MTS/MHC/1/2013 dt. 18-05-2013. To, Col. Shri K.C. Mishraji, VSM, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject** : Regarding **non-supply of chappals** to the eligible staff in Maharashtra & Goa Circle.
4. FNPO/Permission/Formal Meeting/NU GDS/MHC/1/2013 dt. 18-05-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Kind Attention to Shri S.B. Vyavahare, ADPS (PSR), Maharashtra Circle.** **Subject** : Permission to the formal meeting of **NU GDS**, Maharashtra & Goa Circle alongwith four monthly meeting of **FNPO scheduled** to be held on dated **4-6-2013** - reg. **Ref.:** NU GDS / Four Monthly Agenda/ 2013 dtd. 11-5-2013
5. NU/P-IV/Shifting of DO of Navi Mumbai Div./Panvel to Vashi/1/2013 dt. 18-05-2013. To, Col. Shri K.C. Mishraji, VSM, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject** : To staff shifting of **Divisional Office, Navi Mumbai Division Office** from Panvel HO Building to **Vashi, Navi Mumbai.**
6. NU/P-IV/Disposal of MACP/R/O, C/O Level/1/2013 dt. 18-05-2013. To, Shri H.C. Agrawalji, Postmaster General, (MR), Mumbai GPO Old Bldg., Mumbai-400001. **Subject** : Early disposal of **pending MACP cases** at R/O, C/O level in respect of Postman and MTS Staff.
7. NU/P-IV/Indecent and arrogant behaviour/BBM/Satara/1/13 dt. 22-05-2013. To, The Postmaster General, Pune Region, Pune-411001. **Subject** : Indecent and **arrogant behaviour of B.B. More**, Postman, Satara HPO (Member of NFPE P-IV Union) - Reg. **Ref.:** PR/Union/Ackt/2013 dated 8-3-2013
8. NU/P-IV/Pay Fixation/Group 'D'/MTS/PSJ/Dharavi/1/2013 dt. 22-05-2013. **Reminder - 1.** To, The Sr. Superintendent of Post Offices, Mumbai City West Division, Dadar HO Bldg., Dadar, Mumbai-400014. **Subject** : Invoking the provisions of FR 22(i)(a)(i) in respect of Group 'D' MTS official promoted to Postman cadre on approval DPC - regarding.
9. NU/P-IV/P&T Colony/Sahar/Security/7/2013 dt. 22-05-2013. **Reminder-1.** To, Col. Shri K.C. Mishraji, VSM, Chief Postmaster General, Maharashtra Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject** : Providing adequate strength of **security staff at P&T Colony, Sahar.**
10. FNPO/Trade Union Facilities/Ratnagiri Division/1/2013 dt. 27-05-2013. To, Col. Shri K.C. Mishra, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg.,

- Mumbai-400001. **Kind Attention : Shri S.B. Vyayahare, APMG (PSR), Maharashtra Circle. Subject : Bias enquiry report** submitted by **Shri Joshi**, ADPS (Goa Region) as case of Ratnagiri Division. NUPE Secretaries debar from the **Trade Union facilities**.
11. FNPO/Non-payment of OTA/Foreign Post/1/2013 dt. 27-05-2013. To, The Postmaster General (MM), Mumbai GPO Old Building, Mumbai-400001. **Subject : Delay in the payment of OTA Bills - Case of Foreign Post - Mumbai.**
  12. NU/P-IV/Transfer under Rule 38/Raigad Division/1/2013 dt. 27-05-2013. To, The Postmaster General (MR), Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Delaying in the relief of Shri Sanjay U. Palkar**, Postman, Chakala, MIDC who stands **transferred to Mahad SO, Raigad Division**, Maharashtra Circle under Rule 38 - reg. **Ref.:** B-II/TFR/UR-38/SUP/2012013 dated Alibaug 5-10-12 and approved by PMG (MR) Memo No. MR/STA/50-2 (41) 10-12 dated 13-9-2012.
  13. NU/P-IV/Irregular Selection/RVT/Salape/Rtg./1/2013 dt. 28-05-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Irregular selection of Shri R.V. Ghag, BPM, Salape**, (Shiposhi), Dist. Ratnagiri as **SC Candidate** in the candidate in the reserve quota - reg. (V.O. Enquiry needed).
  14. FNPO/Violation of GDS Conduct Rules/GDS/Rtg. Div./1/2013 dt. 28-05-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Kind Attention : Shri S.B. Vyayahare, APMG (PSR). Subject : Violation of GDS Conduct Rules 2001, Rule 23** by the Circle President of All India GDS Employees, Maharashtra Circle - Case in **Ratnagiri Division, Goa Region. Ref.:** Union/26-2/P-IV/2012 (67) dated 22-2-2013.
  15. NU/P-IV/Pay Fixation/Group 'D'/MTs/PSJ/Dharavi/1/2013 dt. 29-05-2013. **Reminder 1.** To, The Senior Superintendent of Post Offices, Mumbai City West Division, Dadar HO Bldg., Dadar, Mumbai-400014. **Subject : Invoking the Provision of FR 22(i)(a)(i) in respect of Group 'D'/MTS Official promoted to Postman cadre on approval DPC - reg. Ref.:** 10/02/2011.E.III/A dated 7-1-2013.
  16. FNPO/Protection of Allowance/SPS/Shirpur BO/Buldhana/1/2013 dt. 29-05-2013. To, The Postmaster General, Nagpur Region, Nagpur-440010. **Subject : Protection in Allowance - Case of GDS MD, Shri S.P. Susar, Shirpur, EDBO** who is presently working as GDS BPM, Yelgaon, ED BO in Buldhana Division-443001. **Ref.:** Fresh .
  17. FNPO/Implementation of Judgement/Foreign Post/1/2013 dt. 08-06-2013. To, Shri H.C. Agrawal, PMG (M&M), Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Implementation of Delhi High Court dated 29-3-2011 in V/P No. 3220/2009 in OM No. 164/2005** in the matter of Dharam Singh & Others. **Ref.:** 43/2013 dated 3-6-2013 by Circle Secretary, NUPE MTS, Foreign Posts.
  18. NU/P-IV/Supply of Uniform/Kit Items/Goa Region/1/2013 dt. 08-06-2013. To, The Postmaster General, Goa Region, Panaji, Goa-403001. **Subject : Supply of Uniform and kit items to the eligible staff in Goa Region - reg.**
  19. FNPO/Pressurising and Threatening GDS/Amravati/1/2013 dt. 08-06-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Pressurising GDS Staff** for posting at inconvenient BO's and threatening them to put off duty if challenged by **ASP, Amravati Central Sub Division, Shri Shambharkar** - Reg.
  20. NU/P-IV/Misguiding Replies/Wardha Division/1/2013 dt. 08-06-2013. To, The Postmaster General, Nagpur Region, Shankar Nagar PO Bldg., Nagpur-440010. **Subject : Misguiding replies by the SP Wardha Division** in the monthly meeting with the NUPE P-IV Union - regarding.
  21. NU/P-IV/I.Q./Belgaum/1/2013 dt. 11-06-2013. To, The Chief Postmaster General, Maharashtra Circl, Mumbai GPO Old Bldg., Mumbai-400001. **Kind Attention : Shri S.B. Vyayahare, ADPS**

- (PSR). **Subject :** Request to book Dadar I.Q or some nearby place. for three days i.e. from 17-6-2013 to 19-6-2013.
22. NU/P-IV/Amendment in Order/15-1-2010 dt. 18-7-12/2/2013 dt. 17-06-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Amendment in Constitution of National Union of Postal Employees, **Postmen & Group 'D'/MTS, Group 'C', 15-1-2010 SR, New Delhi Dated 18-7-2012 but the DDOs in the MHC has not implemented till this day.**
23. NU/P-IV/Principal Bench CAT/2/2013 dt. 18-06-2013. To, The Chief Postmaster General, Maharashtra Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Not to abolish 1/3 vacant post of Postman and MTS for the year 2005 to 2008 - reg.**
24. NU/P-IV/Principal Bench CAT/2/2013 dt. 18-06-2013. To, Shri K.C. Mishraji, Chief Postmaster General, Maharashtra Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject : To stop the abolition of 1/3 vacant post of Postman and MTS for the year 2005 to 2008 - reg. (in Maharashtra Circle)**
25. NU/P-IV/RVS New Mbi DN/1/2013 dt. 21-06-2013. प्रति, श्री आर.व्ही. सावंत, (सॉर्टिंग पोस्टमन), कार्यकारणी सदस्य, NUPE P-IV, नवी मुंबई विभाग, पनवेल HO, नवी मुंबई-410206. **विषय :** अखील भारतीय व महाराष्ट्र स्थावर आपल्या संघटनेमध्ये आलेल्या मरगळी विषयी विनंती अर्ज.
26. FNPO/Implementation of Judgement/Foreign Post/1/2013 dt. 20-06-2013. To, Col. Shri K.C. Mishraji, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO, Mumbai-400001. **Subject :** Implementation of **Delhi High Court dated 29-3-2011** in V/P No. **3220/2009** in OM No. 164/2005 in the matter of Dharam Singh and others. **Ref.: Staff-3/N-11/2012-13 dated 12-6-2013 by Asstt. Director, (A&V), Foreign Post, Mumbai-400001.**
27. FNPO/MH/MVN/Tfr./2/2013 dt. 20-06-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Kind Attention : APMG (Staff), Maharashtra Circle. Subject :** Request for transfer case of **Shri M.V. Nipankar, SPM (HSG II), Tumsar SO to Nagpur City Division - regarding.. Ref.: No. NR/SR/6-20/02/2010/87 Nagpur-10 dated 24-4-2012.**
28. NU/P-IV/Restore Postman Strength/Mahad PO/Raigad/1/2013 dt. 21-06-2013. To, The Postmaster General, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Restore the original sanction strength of **Mahad PO** in Raigad Division according to the justification of Postman Staff in the **latest Revision Statistics** - reg.
29. FNPO/Arbitrary Transfer/SPK/Solapur HO/1/2013 dt. 25-06-2013. To, The Postmaster General, Pune Region, Pune-411001. **Subject :** Regarding arbitrary and **malafide transfer of Smt. S.P. Kulkarni, a widow, Solapur HO to Barshi.**
30. FNPO/Frawn and Favour Dealing/MHC/1/2013 dt. 25-06-2013. To, Col. Shri K.C. Mishraji, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Exhibiting **frawn and favour** in dealing with the Union matters by the Administrative Authorities.
31. FNPO/Absorption of TSE & Casual Labour/1/2013 dt. 27-06-2013. To, The Postmaster General, (MR & MM), Mumbai GPO, Mumbai-400001. **Kind Attention : Shri R.V. Kulkarni, APMG, (Recruitment) MR. Subject : Absorption of Temporary Status Employees, Casual Labours working for past several years in Mumbai City East Division & Mumbai Canteen from the year 2009 to 2013 in regular categories in MTS cadre against the vacant post for the said period - Reg. in Mumbai Region, Foreign Post Offices and other neighbouring Divisions (West, South, NE, North N/W), Mumbai GPO (Canteen) and other Divisions - Case of Mumbai City East Division & other in MHC (TSCL Employees). Ref.: MR/Estt./Casual Labour/East dtd. 15-5-2013.**

32. NU/P-IV/DSV Justification/Conversion in Postman Posts/1/2013 dt. 26-06-2013. To, The Postmaster General, Mumbai Region, Mumbai-400001. **Kind Attention : Shri A.V. Gaikwad, Asst. Director of Postal Services (Estt.). Subject : Special fresh revision** in respect of **Departmental Stamp Vendor** in Mumbai Region and **conversion of additional posts of DSV** as Postman Post and supplementing the **strength of DSV's** where necessary - reg.
33. NU/P-IV/Problems of building/Mumbai Region/1/2013 dt. 02-07-2013. To, Col. Shri K.C. Mishraji, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Problems of dilapidated conditions** of Post Offices Buildings in Mumbai Region - regarding.
34. FNPO/Trade Union facilities/Ratnagiri Division/1/2013 dt. 02-07-2013. To, Col. Shri K.C. Mishraji, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Bldg., Mumbai-400001. **Kind Attention : Shri S.B. Vyavahare, APMG (PSR), Maharashtra Circle Subject : Irregular withdrawal of Trade Union facilities of Shri S. Lingayat**, Secretary, NUPE P-IV and **Shri Ashok Sawardekar**, Secretary, P-III, Ratnagiri Division.
35. NU/P-IV/Long pending bills/1/2013 dt. 02-07-2013. To, The Postmaster General (MR), Mumbai GPO Bldg., Mumbai-400001. **Subject : Instructions regarding making adequate arrangements** in advance during the financial year to **meet the bills pending for want of funds.**
36. NU/P-IV/PLI Target/Mumbai Region/1/2013 dt. 02-07-2013. To, The Postmaster General (MR), Mumbai GPO, Mumbai-400001. **Subject : Directives given to the Postman and MTS staff** for obtaining monetary target in PLI Policy to be completed by the end of the **December year 2013.**
37. NU/P-IV/Accommodation/Union/10/2013 dt. 03-07-2013. **Reminder VII.** To, Shri K.C. Mishraji, VCM, Chief Postmaster General, Maharashtra Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Request for allotment accommodation in Tank Road PO Bldg.** for housing office of **Circle Union Ref.:** Bldg-12/5A/Misc. Corr/I dated Mbi-1 the 29th April, 2010.
38. NU/P-IV/Difference in emoluments/NKN & Others/1/2013 dt. 04-07-2013. To, The Postmaster General (MR), Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Difference in emoluments - Case of Shri N.K. Naik, Shri B.B. Dighe, Shri M.D. Kesarkar, Shri R.R. Nandivdekar, Smt. S.G. Pradhan and Shri V.D. Jondhale, Sorting Postman that with Shri R.N. Wandre, Sorting Postman, Dadar HO, all in the Mumbai City East Division. Ref.:** B-II/Anomaly/BBD/NKN/MDK/RRN/SGP/13-14 dated 23-5-2013 by the SSPO's, Mumbai City East Division.
39. NU/P-IV/Granting of increment/stagnation/MBI GPO/1/2013 dt. 08-07-2013. To, Col. Shri K.C. Mishraji, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO, Mumbai-400001. **Subject : Granting of one increment to those Group 'D'/MTS Employees** who were stagnated at the **maximum of 3200-4000** and were eligible to get one increment from 1-1-2006 for fixation of pay - Case of **Mumbai GPO & other Division. Ref.:** MR/Estt./One Increment/Stagnation/12 dated 10/11-12-2012.
40. NU/P-IV/Transfer Under Rule 38/Raigad Division/1/2013 dt. 09-07-2013. To, Col. Shri K.C. Mishraji (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO, Mumbai-400001. **Subject : Delaying in the relief of Shri Sanjay U. Palkar, Postman, Chakala, MIDC, who stand transferred to Mahad SO, Raigad Division, Maharashtra Circle under Rule 38 - regarding. Ref.:** B-II/TFR/UR 38/SUP/2013 dated Alibaug 5-10-2012 and approved by PMG (MR) Memo MR/STA/50-2 (41) 10-12 dtd. 13-9-2012.
41. NU/P-IV/Preposterous Financial Upgradation/MGK/Tagore Nagar/1/2012 dt. 12-07-2013. **Reminder 1.** To, The Postmaster General, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Preposterous financial upgradation of Shri M.G. Khamkar, Sorting Postman, Tagore Nagar PO, Mumbai-400083.**

42. FNPO/Transfer UR 38/BSM/New Mumbai Div. to Aurangabad Div./1/2013 dt. 12-07-2013. To, The Postmaster General (MR), Mumbai GPO Bldg., Mumbai-400001. **Subject** : Request transfer application under Rule-38 **from Navi Mumbai Division (MR) to Osmanabad Division, Aurangabad Region - Case of Shri Balu S. Mirgane, PA, Panvel City - reg. Ref.:** MR/STA/SO-1 (18) 32/12 dtd. 14-8-2012.
43. FNPO/Refund of fund/Allotted for Sahar P&T Colony/1/2013 dt. 17-07-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Kind Attention : Shri A.N. Patil, A.D. Bldg., Maharashtra Circle. Subject** : Return of huge fund amount about Rs. 1 crore and 2 lakhs allotted for the department of P&T Colony, Sahar, Mumbai-400099.
44. FNPO/Trade Union Facilities/Ratnagiri/2/2013 dt. 18-07-2013. To, Col. Shri K.C. Mishraji, IPS, VSM, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject** : Request for **Circle Vigilance Enquiry** in case of withdrawal of Trade Union facilities of Secretaries of NUPE, Ratnagiri Division.
45. NU/P-IV/TFR UR-38/Mumbai City N/E Div. to Raigad Div./VVP/1/2013 dt. 20-07-2013. To, The Postmaster General, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Kind Attention to APMG (Staff). Subject** : Request for transfer under Rule 8 from Mumbai City N/E Division to Raigad Division - Case of Mrs. Vidhya V. Padwal, Postwomen, **Vikhroli PO, Mumbai-400079** - reg. **Ref.:** STA/50-1/MR Transfer Mumbai-1 **dated 6-8-2012.**
46. FNPO/Tfr Ur 38/Thane Central Div (MR) to Sirsi Div. North Canara Div./Ktc/1/2013 dt. 20-07-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject** : Request transfer under Rule 38 from Thane Central Division, Mumbai Region, Maharashtra Circle to Sirsi Division, North Karnataka Region, Karnataka Circle - (Case of Mumbai Region - Smt. Nikita M. Shetty, Thane HO.)
47. NU/P-IV/NU P-IV/Ratnagiri/TU Facility/2013 dt. 20-07-2013. To, Col. Shri K.C.Mishraji, IPS (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai- 400 001. **Subject** : Request for Restoration of Trade Union facilities of Secretaries of National Union of Ratnagiri Division .
48. FNPO/TU Facility/Ratnagiri/2/2013 dt. 20-07-2013. To, Col. Shri K.C. Mishraji, IPS, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai- 400 001. **Subject** : Request for Restoration of Trade Union facilities of Secretaries of National Union of Ratnagiri Division.
49. NU/P-IV/Appointment in Group 'D' MTS/Part Time Casual Labour/1/2013 dt. 23-07-2013. To, The Postmaster General, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject** : **Appointment in Group 'D'/MTS** through Unit, Division and Neighbouring Division, of Part Time Casual Labour and GDS to Group 'D'/MTS **by 25% Quota + 25%** in Mumbai GPO, Mumbai GPO Canteen, Mumbai City West, South, East, North all Mumbai Region - Case of Shri N.B. Panda then Part Time Gardener-cum-Pumpmen in Mahim HO, Mumbai-400016, Mumbai City West Division and Smt. Kanchan K. Mane, GDS, SV, Govandi PO, Mumbai 88, Mumbai City North East Division - Regarding. **Ref.:** (i) Estt/13-1/Casual Labour/2010 dtd. 3-12-2012 (ii) NE/B-III/Misc./KKM/GDS/13-14 Date 22-5-2013.
50. FNPO/Contribution of Members/Foreign Post/1/2013 dt. 06-08-2013. To, The Directorate, Foreign Post, Mumbai GPO, Mumbai-400001. **Subject** : Re-vocation of membership suspension of NUPE Member P-IV. Case of Shri D.D. Bade (Hamal), Foreign Post, Mumbai.
51. FNPO/Irregularities in Rotational Transfer/Foreign Post/1/2013 dt. 06-08-2013. To, The Postmaster General, (MM), Mumbai GPO, Mumbai-400001. **Subject** : Irregularities noticed in **rotational transfer** in Foreign Post, Mumbai-400001
52. FNPO/Supply of Copies of Orders/1/2013 dt. 06-08-2013. To, The Postmaster General (MM), Mumbai GPO, Mumbai-400001. **Subject** : Supply of copies of Government Orders. **Ref.:** **Staff/3/N-11/2013 dated 4-3-2013.**

- 
53. NU/P-IV/Revision Cases/Postman Delivery/Fresh/1/2013 dt. 10-08-2013. To, The Chief Postmaster General, Gujarat Circle, Khanpur, Ahmedabad GPO, Ahmedabad-380001. **Subject :** To initiate fresh revision cases for the year 2013 in supersession of earlier revision case of all Delivery POs in Ahmedabad City Division, Gujarat Circle.
54. NU/P-IV/Non-Reply of grievances of Staff Member/South Div./1/2013 dt. 17-08-2013. To, The Postmaster General (MR), Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Non-reply by the **SSPO's, Mumbai South Division** to the grievances of staff members - Reg.
55. NU/P-IV/Unauthorised Shelter/VJBU PO/MBY-27/1/2013 dt. 17-08-2013. To, The Postmaster General, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Unauthorised person allowed by the SPM to take shelter in VJB Udhyan PO, Mumbai-400027 with support of PA Shri Rokade.
56. NU/P-IV/JCA/Agitational/Nanded Div./MHC/1/2013 dt. 26-08-2013. To, Col. Shri K.C. Mishraji, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Notice of agitation given by the JCA Nanded Division in Maharashtra Circle, under No. JCA/Agitation/Nanded 2013 dated at Nanded the 6-8-2013 to the **SPO Nanded Division, Nanded.**
57. NU/P-IV/Transfer Under Rule 38/Raigad Division/1/2013 dt. 26-08-2013. To, Col. Shri K.C. Mishraji (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Delaying in the relief of **Shri Sanjay U. Palkar**, Postman, **Chakala, MIDC**, who stand transferred to Mahad SO, Raigad Division, Maharashtra Circle under Rule 38 - regarding. **Ref.: B-II/TFR/UR 38/SUP/2013 dated Alibaug 5-10-2012 and approved by PMG (MR) Memo MR/STA/50-2 (41) 10-12 dtd. 13-9-2012.**
58. NU/P-IV/Transfer Under Rule 38/Raigad Division/1/2013 dt. 26-08-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Delaying in the relief of **Shri Sanjay U. Palkar**, Postman, **Chakala, MIDC**, who stand transferred to Mahad SO, Raigad Division, Maharashtra Circle under Rule 38 - regarding. **Ref.: B-II/TFR/UR 38/SUP/2013 dated Alibaug 5-10-2012 and approved by PMG (MR) Memo MR/STA/50-2 (41) 10-12 dtd. 13-9-2012.**
59. NU/P-IV/Irregular Appointment/GDS/SDI, Bhokar/Nanded Div./2/2013 dt. 27-08-2013. **Reminder 1.** To, Col. Shri K.C. Mishraji, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject :** Irregular Appointment of GDS to conduct **vigilance enquiry** through Circle Office Vigilance Officer - Case of SDI **North Bhokar, Sub Division Nanded.**
60. NU/P-IV/Irregular Deployment/Taroda PO/Nanded/1/2013 dt. 27-08-2013. **Reminder 1.** To, The Postmaster General, Aurangabad Region, Aurangabad Camp PO, Aurangabad-431002. **Subject :** Irregular deployment of unauthorised outsiders in place of regular employees by the relevant APM, **Taroda Road PO, PRI (P), ASP East Nanded Division**
61. FNPO/Minus Balance/SB/1/2013 dt. 28-08-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Regarding recovery of **minus balance in SB A/c.** Formation of a **separate squad** by the Department for the purpose.
62. NU/P-IV/Difference in emoluments/NKN & Others/1/2013 dt. 28-08-2013. **Reminder 1.** To, The Postmaster General (MR), Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Difference in emoluments - Case of Shri N.K. Naik, Shri B.B. Dighe, Shri M.D. Kesarkar, Shri R.R. Nandivdekar, Smt. S.G. Pradhan and Shri V.D. Jondhale, Sorting Postman that with Shri R.N. Wandre, Sorting Postman, Dadar HO, all in the Mumbai City East Division. **Ref.: B-II/Anomaly/BBD/NKN/MDK/RRN/SGP/13-14 dated 23-5-2013 by the SSPO's, Mumbai City East Division.**

63. FNPO/IQ/2/2013 dt. 29-08-2013. To, The Chief Postmaster General, Maharashtra Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Kind Attention : Shri S.B. Vyayahare, APMG (PSR). Subject : To book IQ for Shri Labh Singh, Punjab Circle, Chandigarh Postal Employees and (Jaswinder Kaur) from 1-9-2013 coming to Mumbai for cancer treatment.**
64. FNPO/Tfr Ur 38/Thane Central Div (MR) to Sirsi Div. North Canara Div./Ktc/1/2013 dt. 02-09-2013. **Reminder 1.** To, Shri Col. K.C. Mishraji, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Request transfer under Rule 38 from Thane Central Division, Mumbai Region, Maharashtra Circle to Sirsi Division, North Karnataka Region, Karnataka Circle -(Case of Mumbai Region - Smt. Nikita M. Shetty, Thane HO.)**
65. NU/P-IV/Merging of MR in CO/2/2013 dt. 03-09-2013. To, Col. Shri K.C. Mishraji, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Shifting of Mumbai Region Staff Employees work to the staff in the CO Staff Employees in order to cater better services to the staff employees as in the past and saving of Government revenue.**
66. FNPO/Request for transfer Under Rule 38/Buldana Division/1/2013 dt. 10-09-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Kind Attention : Asstt. Postmaster General (PSR), O/o CPMG, MHC. Subject : Inadequate and off replies by the designated Authority. Ref. No. Union/26-2/P-IV/2013 (07), Dated at Mumbai-1, the 13/19-8-2013.**
67. NU/P-IV/Theft in P&T Colony/Vakola/Dys/1/2013 dt. 10-09-2013. To, Shri K.C. Mishraji, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject : Theft in the P&T Colony, D-14/2, Vakola, Santacruz (E), Mumbai-400029 allotted to Shri D.Y. Solanki, Mahim HO, Mumbai-400016 - reg.**
68. NU/P-IV/Problems of Group 'D'/Chinchbunder HPO/1/2013 dt. 10-09-2013. To, The Sr. Superintendent of Post Offices, Mumbai City East Division, Dadar HO Bldg., Mumbai-400014. **Subject : Problems of Group 'D'/MTS Staff in Mumbai City East Division (Chinchbunder HPO).**
69. NU/P-IV/Harassment and mental torture dt. 20-09-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO, Mumbai-400001. **Subject : Harassment, mental torture and written threats to Postman/MTS Staff by the Sr. PM, Nagpur GPO in respect of completion of saving 'target'.**
70. NU/P-IV/MBI GPO/CAT Coolies/10/2012 dt. 22-09-2013. **Reminder VI.** To, Shri Pradeep Kumarji, Director, Mumbai GPO & DPS (MR), Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Regularisation of Part Time Casual Labour in Mumbai GPO, Mumbai-400001 working before 1-9-1993 on the basis of latest Recruitment Rules of 27th January, 2011 and July 2012 vacancies - reg. (Case of Mumbai GPO not filling the MTS Post for the year 2009, 2010, 2011 and 2012 till date).**
71. FNPO/Aurangabad DN/BGK/OAS Postman/1/2013 dt. 26-09-2013. To, The Postmaster General, Aurangabad Region, Aurangabad-431002. **Subject : Serious action to be taken against Shri S.B. Tathe, ASP, South Sub Div., Aurangabad Division because he called Shri B.G. Kakad, GDS MD, Havesool, O/s Postman, Aurangabad HO in his office and after beating him, took his signature on blank paper which can be misused by Shri S.B. Tathe so he should be suspended immediately.**
72. NU/P-IV/Irregular Appointment/GDS/SDI, Bhokar/Nanded Div./3/2013 dt. 26-09-2013. To, Col. Shri K.C. Mishra, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001.



---

**Subject : Action against SDI (North) Bhokar, Sub Division Nanded for irregular appointment of GDS.** After a **vigilance enquiry** through Circle Office Vigilance Officer, **GDS terminated** - Case of SDI (North) Bhokar, Sub Division, Nanded.

73. NU/P-IV/Foreign Post/Arrears/2013 dt. 08-10-2013. To, Shri K.C. Mishraji, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject : Non-drawal of arrears w.e.f. 1-1-1986 to May 2007 - Case of Delhi High Court Judgement Orders for Staff of Foreign Post, Mumbai (Case of MTS, Foreign Post, Mumbai).**
74. NU/P-IV/Foreign Post/2013 dt. 08-10-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject : Non-implementation of Judgement of Delhi High Court dated 29-7-2011 in W/P No. 3225/2007 in OA No. 164/2005 in the matter of Dharm Singh and Others.**
75. FNPO/Entering No. of Mobile on/SP-RL/Counter/1/2013 dt. 11-10-2013. To, The Postmaster General, Mumbai Region, Mumbai GPO, Mumbai-400001. **Subject : Regarding entering of Mobile number alongwith name and address of the addressee and sender booking Speed Post and register articles at Post Office.**
76. NU/P-IV/MH/Ratnagiri/2013 dt. 11-10-2013. To, Shri K.C. Mishraji, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Request for restoration of Trade Union facilities of Secretaries of National Union of Ratnagiri Division Ref.: Your Office Letter No. Union/26-2/P-IV/26/2013 dated 24-7-2013.**
77. NU/P-IV/IQAU/Water Con./2013 dt. 11-10-2013. To, Shri Col. K.C. Mishraji, IPS, VSM, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject : Request to arrange to provide Municipal Water Tap connection at RO Office and IQ and Chhawani PO at Aurangabad Camp Complex.**
78. NU/P-IV/Timely Attendance/PO & Mail Offices/1/2013 dt. 18-10-2013. To, The Chief Postmaster General, Maharashtra and Goa Circle, Mumbai GPO, Mumbai-400001. **Subject : Timely attendance of staff in Post Offices / Mail Offices etc. (Punjab Pattern) Ref.: Mails/HOC/Mail Operation/F/2013 dated 20-8-2013.**
79. FNPO/Foreign Post/Arbitrary Harassment/1/2013 dt. 18-10-2013. To, Col. Shri K.C. Mishra, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO, Mumbai-400001. **Subject : Arbitrary harassment to Smt. S.A. Rege, PA, EED (Letter) Section, Foreign Post, Mumbai-400001.**
80. NU/P-IV/Granting of Increment/Stagnation/MBI GPO/1/2012 dt. 18-10-2013. **Reminder II.** To, Shri D. Manojji, G.M. Finance, Maharashtra Circle, Mumbai GPO Old Bldg., 1st Floor, Mumbai-400001. **Subject : Those Group 'D'/MTS Employees whose pay was fixed on 1-1-2005 according to maximum of 3200-4000 as per 5th CPC are eligible for one increment according to 6th CPC. Because 6th CPC was applicable from 1-1-2006 so the pay of Group 'D' will not stagnate and they will get pay fixation from 1-1-2006 after giving them one increment as per 6th CPC. Case of Mumbai GPO and other Divisions in Maharashtra Circle.**
81. NU/P-IV/Pay Fixation/Stepping Up/Thane Central Division/1/2012 dt. 18-10-2013. **Reminder 2.** To, Shri H.C. Agarwalji, Postmaster General, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Stepping up pay of senior direct recruit appointed in Postman cadre before 1-1-06 with his junior direct recruited official appointed on or after 1-1-2006 (Case of Shri Ganesh Madhusadan Bharmuke, Postman, Tilak Nagar PO, Dombivali (E), Shri Mangesh Tukaram Pansare, Postman, Tilak Nagar PO, Dombivali and Shri Eknath Haribhan Godambe, Postman, Ulhasnagar PO and others. Officially they were appointed in North West Division and now they are working in Thane Central Division). Ref.: Directorate Order No. 1-9/2010-PCC (Pt) at 14-9-2010.**

82. NU/P-IV/Ratnagiri/TU Facility/3/2013 dt. 28-10-2013. To, Shri Col. K.C. Mishraji, IPS, VSM, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject** : Restoration of Trade Union Facilities of Secretaries of National Union of Ratnagiri Division. **Ref.:** Your Office Letter No. Union/26-2/P-IV/26/13 dated Mumbai 1 the 21-10-2013.
83. FNPO/Transfer Under Rule 38/North Div. to N/E Div./1/2013 dt. 28-10-2013. To, The Postmaster General, Mumbai Region, Mumbai GPO, Mumbai-400001. **Subject** : Regarding mutual transfer under Rule 38 - (Mutual Transfer) Case of **Smt. Vaishali R. Zodge**, P.A. Andheri RSPO, Mumbai-400058, West Div. with **Shri Ashok V. Kharpade**, P.A. Bhandup (E) P.O., North East Division.
84. NU/P-IV/Tfr U/R-38/Mumbai City N.E. Dn. to Raigad Div./VPP/1/2013 dt. 29-10-2013. To, Shri H.C. Agarwal, IPS, Postmaster General, Mumbai Region, Mumbai-400001. **Subject** : Request to **consider Rule 38 Transfer of Smt. Vidya V. Padwal**, Postwoman, Mumbai City North East Division to Raigad Division.
85. FNPO/Request for Transfer under Rule 38/Buldana Div./1/2013 dt. 29-10-2013. To, Shri S.B. Vyavahare, Assistant Postmaster General (PSR), O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject** : **Regarding request transfer under Rule 38** from Mumbai City N/W Division (MR) to Buldana Division, Nagpur Region. **Ref.:** Your Office Letter No. Union/26-2/P-IV/2013 (07) dated 14-6-2013
86. NU/P-IV/Special Review/DeliveryPOs/Div./1/2013 dt. 30-10-2013. To, The Postmaster General, Mumbai Region, Mumbai GPO, Mumbai-400001. **Subject** : **Establishment Special review of delivery offices of Mumbai City East Division. Cases of - Chinchbunder, Mandvi, Dadar, Shewari, etc.** **Ref.:** i) MR/Estt/1-4/(34)/Dadar HO/2013 dated 8/10/2013; ii) MR/Estt/1-4/(34)/Chinchbunder HO/2013 dtd. 8/10/2013; iii) MR/Estt/1-4/(33)/Sewri PO/2013 dtd. 8/10/2013; iv) MR/Estt/1-14/(34)/Mandvi PO/2013 dtd. 8/10/2013.
87. FNPO/Notice of Agitation/NUPE Group C/MHC/1/2013 dt. 30-10-2013. To, Col. Shri K.C. Mishra, (VSM), Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO, Mumbai-400001. **Subject** : **Notice of proposed agitational programme. Issued by NUPE Group 'C', Maharashtra Circle.** **Ref.:** Letter No. NUPE/Notice/Agitation Programme/2013 dtd. 30-9-2013 issued by Circle Secretary, NUPE, Group 'C', Maharashtra Circle
88. NU/P-IV/Recruitment Postman MTS/3/2013 dt. 01-11-2013. To, Col. Shri K.C. Mishraji, VSM, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject** : **Request for filling up 100% vacant post of Postman MTS for the year 2009 to 2011 and 75% vacant post for the year 2012 and 2013 from GDS and Casual Labour Staff of Maharashtra Circle.**
89. FNPO/GDS Provisional Appointments/2013 dt. 09-11-2013. To, The Postmaster General, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject** : Request for issue of **regular appointment orders** of GDS staff appointed on provisional basis and those worked for **more than three years continuous service.** Case of Mumbai Region (specially Thane West and Thane Central Division and other Division).
90. NU/P-IV/MH/MTS/3/2013 dt. 12-11-2013. To, The Postmaster General, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject** : Request for filling the 100% vacant post of MTS of year 2009 to 2011 from GDS and casual labour staff on seniority cum fitness from the Division and neighbouring Division (in the Mumbai Region).
91. NU/P-IV/MH/Postmen/4/2013 dt. 12-11-2013. To, The Postmaster General, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject** : Request to fill up vacant post of Postmen **for year 2009 to 2011 and 2012-2013** (in the Mumbai Region).

92. FNPO/Aurangabad DN/BGK/OAS Postman/2/2013 dt. 13-11-2013. **Reminder 1.** To, The Chief Postmaster General, Maharashtra Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Serious action to be taken against Shri S.B. Tathe, ASP, South Sub Div.,** Aurangabad Division because he **called Shri B.G. Kakad, GDS MD, Havesool, O/s Postman, Aurangabad HO** in his office and **after beating him, took his signature on blank paper which can be misused by Shri S.B. Tathe** so he should be **suspended immediately.**
93. NU/P-IV/GRP/Ratnagiri/2/2013 dt. 16-11-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject :** Request for action against **Shri G.R. Patil, Supdt. of Post Offices, Ratnagiri - Case of irregular vague replies to agenda items of monthly meeting of NU P-IV, Ratnagiri Division.**
94. NU/P-IV/GRP/Ratnagiri/2013 dt. 16-11-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject : Request for disciplinary action against Shri G.R. Patil, Supdt. of Posts, Ratnagiri Division.**
95. NU/P-IV/NU GDS/FNPO/MH/2013 dt. 16-11-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject :** Request for **approval of Transfer cum appointment on vacant post of BPM, Karambali BO. A/w Kaulge SO, Kolhapur Division. Case of Shri Ashok Yadav, GDS MD of Karambali BO.**
96. NU/P-IV/GRP/Ratnagiri/3/2013 dt. 16-11-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject :** Request for action against **Shri G.R. Patil, Supdt. of Post, Ratnagiri for purposely delayed the promotion of Shri V.S. Lingayat, Postman, MIDC, Ratnagiri.**
97. NU/P-IV/Daily Wages/2013 dt. 16-11-2013. To, The Chief Postmaster General, Maharashtra & Goa Circle, Old GPO Bldg., Mumbai-400001. **Subject :** Request for issue of instructions to all Divisional Heads **to engage daily wages worker on vacant post of Postmen, MTS** throughout Maharashtra & Goa Circle.

#### North East Circle

1. NU/P-IV/N.E. Circle C/2013 dt. 15-05-2013. To, The Chief Postmaster General North East Circle, Shillong, Shillong-793001. **Subject :** Approval from CHQ to newly elected Circle Body of NUPE P-IV, North East Circle - Conference held on 24<sup>th</sup> March, 2013.

#### Uttar Pradesh Circle

1. NU/P-IV/Shortage Staff/Ghaziabad/HPO/UP/1/2013 dt. 22-05-2013. To, The Chief Postmaster General, Uttar Pradesh Circle, Lucknow. **Subject :** Problems regarding **shortage of Postman Staff in the Ghaziabad Head Post Office, Ghaziabad Division.**
2. NU/P-IV/Shifting of Civil Lines PO/1/2013 dt. 27-05-2013. To, Shri Salve Kumar, Postmaster General, Agra Region, Agra-282001. **Subject :** Proposed shifting of Civil Lines PO, Postman delivery work to the basement of Divisional Office Building, **Agra Region - Regarding**
3. NU/P-IV/Illegal Upgradation dt. 06-08-2013. To, The Director (Vigilance), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Illegal action in approval of upgradation from **GDS to MTS - Case of Shri Vivek Kumar Shukla, GDS Packer, Nigohan PO Lucknow (UP Circle) - reg.**

4. NU/P-IV/Irregularities by Sr. PM/Mathura HO/Agra/1/2013 dt. 03-09-2013. **Reminder 1.** To, The Director, Postal Services, Agra Region, Agra-282001. **Subject :** Irregularities by the Senior Postmaster, Mathura HO in treating full day period as **'Dies Non' of 18 Postman Staff** of Mathura HO Office for duty performed on 7-1-2013.
5. NU/P-IV/Irregular Posting/Mail Overseer/Bajana Line/Mathura/2013 dt. 03-09-2013. **Reminder 1.** To, The Postmaster General, Agra Region, Agra-282001. **Subject :** Irregularities in the **posting of Mail Overseer, Bajana Line, Mathura Division.**
6. NU/P-IV/U.P./Lucknow/2013 dt. 29-10-2013. To, The Chief Postmaster General, U.P. Circle, Lucknow. **Subject : Request to stop harassment made by Senior Postmaster, Lucknow GPO to members of National Union of Postman Group 'D' MTS of Lucknow HO.**

### West Bengal Circle

1. NU/P-IV/Nodal Delivery of SPA's/West Bengal/1/2013 dt. 22-05-2013. To, The Chief Postmaster General, West Bengal Circle, Yogayog Bhawan, Kolkatta-700012. **Subject : Stoppage of Nodal Delivery System** from Kolkatta and surrounding area in West Bengal Circle - Reg.
2. FNPO/Withdrawing Membership/AIPAOA/DA(P)/Kolkatta/WB/1/2013 dt. 23-05-2013. To, Shri D. Theagarajan, General Secretary, FNPO, A-24, Atul Groves Road, New Delhi-110001. **Subject : A letter of withdrawing membership of AIPAOA, Kolkatta DA(P), West Bengal Circle - Reg.**
3. NU/P-IV/RJCM/WB/2/2013 dt. 14-11-2013. To, The Chief Postmaster General, West Bengal Circle, Yogayog Bhawan, Kolkatta-700012. **Subject : Nomination of New Members of RC JCM, West Bengal Circle made by FNPO, Secretary General.**

### Letters to the Prime Minister

1. NU/P-IV/FNPO/Proposed Retirement Age/5/2013-14 dt. 05-06-2013. To, Shri Manmohan Singhji, Hon'ble Prime Minister of India, Sansad Bhawan, New Delhi-110 001. **Subject : Opposing and suggestions towards proposed increase in the retirement age of the Central Government Employee from 60 to 62 years.**
2. FNPO/Approval of Relaxation Cases/BSNL/1/2013 dt. 02-07-2013. To, The Hon'ble Minister, Shri Murli Deoraji, Minister of State, Communication & IT, Sanchar Bhawan, Sansad Marg, New Delhi-110001. **Subject : Approval of relaxation cases pending under the control of Director General of Bharat Sanchar Nigam Limited, New Delhi regarding 55 points and above.**

### CHQ Quota

All the Divisional Secretaries / Branch Secretaries are requested to send CHQ Quota of **Rs. 9/- (Rs. Nine)** each member per month with effect from August 2012 to **Shri Jagdish Sharma, Treasurer (CHQ), Camp : I.P.H.O., New Delhi-110002.** M.: 09911 226062/ 09899 608399 / 08595 045985 as early as possible.

---

---

**Reply Received From**  
**Dept. of Post to General Secretary**  
**Andhra Pradesh Circle**

1. No. U/3-2/2012/IV dated at Hyderabad-1, the 26-6-2013. Department of Posts, India, O/o The Chief Postmaster General, AP Circle, Hyderabad-500001. **Subject** : Trade Union facilities - AIPEU-GDS (NFPE) - Reg.

**Delhi Circle**

1. No. 21-01/2011-BP-II, Government of India, Ministry of Communications & IT, Department of Posts, (BP-II Desk), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 9-9-2011. **Subject** : Problems of Sahar P&T Colony, Maharashtra.
2. No. 10-9/2013-SR, Government of India, Ministry of Communications & IT, Department of Posts, (S.R. Section), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 20-9-2013. **Subject** : Enhancement of the delivery efficiency of mail in Delhi Circle.
3. No. 10-9/2013-SR, Government of India, Ministry of Communications & IT, Department of Posts, (S.R. Section), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 11-9-2013. **Subject** : Irregularities by the Senior Postmaster, Mathura HO in treating full day period as "Dies Non" of 18 Postman Staff of Mathura HO Office for duty performed on 7-1-2013.
4. F. No. 3-21/2013-PG, Government of India, Ministry of Communications & IT, Department of Posts, (S.R. Section), Dak Bhawan, New Delhi-110001 dated 19-8-2013. **Subject** : Review the Citizen's/Client's Charter of Department of Posts.
5. F. No. A-34012/07/2013-DE. Government of India, Ministry of Communications & IT, Department of Posts, (Recruitment Division). Dak Bhawan, Sansad Marg, New Delhi-110001 Dated 6-8-2013. **Subject** : Conducting of Limited Departmental Competitive Examination for promotion of Lower Grade Officials to the cadre of Postal Assistants/Sorting Assistants for the year 2013 - request for changing cut-off date. **Ref.:** I am directed to refer to your letter No. NU/P-IV/Change of Cut-off-date/LGO Exam, 2013/1/2013 dated 4-7-2013 on the above mentioned subject.
6. No. CO/1-3-2A/07 Dated 31-7-2013. Department of Posts, India. O/o The Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, Link Road, New Delhi-110001. **Subject** : Compulsorily combined duty to the Postman Staff Malkaganj PO, New Delhi-110007. **Ref.:** Your Letter No. NU/P-IV/Combine Duty/Malkaganj/ New Delhi/1/2013.
7. No. CO/1-3-2A/07. Dated 31-7-2013. Department of Posts, India. O/o The Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, Link Road, New Delhi-110001. **Subject** : Compulsorily combined duty to the Postman Staff Malkaganj PO, New Delhi-110007. **Ref.:** Your Letter No. NU/P-IV/Combine Duty/Malkaganj/New Delhi/1/2013.
8. F. No. A-34013/07/2013-DE (Pt.), Government of India, Ministry of Communications & IT, Department of Posts, (DE Section). Dak Bhawan, Sansad Marg, New Delhi-110001 Dated 11-7-2013. **Subject** : Conducting of Limited Departmental Competitive Examination for promotion of to the cadre of Inspector Posts (66.66%) Departmental Quota for the year 2012 - Case of Ms. Nilofar Shaikh. From (M.C. Pandey), Assistant Director General (DE).

9. No. 18-50/2012-Bldg., Government of India, Ministry of Communications & IT, Department of Posts, New Delhi-110001 Dated 8-7-2013. **Subject :** Manifold problems of Sahar P&T Colony, Sahar, Mumbai-regarding.
10. No. 08/11/2013-SR, Government of India, Ministry of Communications & IT, Department of Posts, (S.R. Section), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 8-7-2013. **Subject :** Memorandum submitted to the Secretary, Department of Posts on urgent issues of Postmen and MTS Staff.
11. No. 10-9/2013-SR, Government of India, Ministry of Communications & IT, Department of Posts, (S.R. Section), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 12-7-2013. **Subject :** Treatment of period on 25-3-2009 in respect of Postman, Delhi PO, Delhi-110006.
12. No. 25-02/2013-PE-I, Government of India, Ministry of Communications & IT, Department of Posts, (PE-I Section), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 17-7-2013. **Subject :** Treatment of period on 25-3-2009 in respect of Postman, Delhi GPO, Delhi-110006.
13. No. 16-26/2006-BD & MD, Government of India, Ministry of Communications & IT, Department of Posts, BD & Marketing Directorate, New Delhi-110001. Dated 21-6-2013 **Subject :** Procurement of BNPL, EPP, Business through agents. **Ref.:** Your Letter No. NU/P-IV/Business through BNPL/1/2013 dated 16-5-2013.
14. No. 08/11/2013-SR, Government of India, Ministry of Communications & IT, Department of Posts, (S.R. Section), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 19-6-2013. **Subject :** Memorandum submitted to the Secretary, Department of Posts on urgent issues of Postmen and MTS Staff.
15. No. 08/11/2013-SR, Government of India, Ministry of Communications & IT, Department of Posts, (S.R. Section), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 19-6-2013. **Subject :** Memorandum submitted to the Secretary, Department of Posts on urgent issues of Postmen and MTS Staff.
16. No. A-34012/05/2011-DE (Part), Government of India, Ministry of Communications & IT, Department of Posts, (DE Section), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 16-5-2013. **Subject :** Conducting of Departmental Examinations.
17. No. JCM/DC/2008. Staff Side, Joint Consultative Machinery, Postal Department Council. **Subject :** Items for Postal Departmental Council JCM - reg.
18. No. Estt/E-21/Pt. Date 4-4-2013. Department of Posts, O/o The Chief Postmaster General, Delhi Circle, New Delhi-110001. **Subject :** Stoppage of Order No. 288/DA-1 dt. 16-3-2011 - regarding.
19. No. 17/09/2005-SR, Government of India, Ministry of Communications and IT, Department of Posts (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001 Dated the 4th April, 2013. **Subject :** Central Working Committee of National Union of Postal Employees Postmen & Group-D/MTS Group 'C', Gujarat Circle, Ahmedabad, 30th May, 2013 to 1st June, 2013.

### Gujarat Circle

1. No. Union/2-7/2009 Dated at Ahmedabad-380001 the 4-9-2013. Department of Post, India. O/o Chief Postmaster General, Gujarat Circle, Ahmedabad-380001. **Subject :** (1) Adequate staff of delivery Postman, increasing number of beats deploying GDS Outsider or direct outsider in supplementing the additional work in Manekbaug Vistar Post Office (Ahmedabad) 3800015.

---

(2) To initiate fresh revision cases for the year 2013 in supersession of earlier revision case of all Delivery Post Offices in Ahmedabad City Division, Gujarat Circle. (3) Request to hold in abeyance the earlier revision cases of Navrangpura Head Post Office and cause fresh special revision case for the year 2013 to be finalized in the year 2013 reg. **Ref.:** (1) Your number NU/P-IV/Adequate Staf/Manikbaug Vistar PO/GJC/1/2013 dated 10-8-2013. (2) Your number NU/P-IV/Revision Cases/Postman Delivery/Fresh/1/2013 dated 10-8-2013. (3) Your number NU/P-IV/Held in abeyance/Revision/Navrangpura HO/1/2013 dated 16-8-2013.

### **Karnataka Circle**

1. No. STA/10-Com/Misc/KW dated at Bangalore-560001 the 1-4-2013. Department of Posts, O/o The Chief Postmaster General, Karnataka Circle, Bangalore-560001. **Subject :** Vindictive attitude of SSPOs, Bangalore West Division. **Ref.:** Your Letter No. NU/P-IV/Vindictive Attitude/SSPOs/Bangalore West Division dated 18-2-2013.

### **Maharashtra Circle**

1. No. GM (F) Misc./NUPE/2013 Dated at Mumbai 07-10-2013. Department of Posts, India, O/o Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Difference in emoluments. **Ref.:** Your L.No. NU/P-IV/Diff. in emolument/NKN & Others. 2013 dt. 4-7-13.
2. No. Enq/Pre/Misc-31/2013 at Mumbai dated 9-10-2013. Department of Posts, India, O/o Chief Postmaster General, Maharashtra Circle, Mumbai-400001 **Subject :** Alleged irregularities and illegal carrying out of different types of work in connection with Ratnagiri HO, Ratnagiri Dn. **Ref.:** Your Letter No. NU/P-IV/Irregularities & Illegal work/Ratnagiri HO/1/2013 dated 9-5-2013.
3. No. BII/Union/MTS Staff/2013-2014 dated 12-9-2013. Department of Posts, O/o Senior Supdt. of Post Offices, Mumbai City East Dn., Dadar, Mumbai-400014. **Subject :** Problems of Group 'D'/MTS Staff in Chinchbunder HO. **Ref.:** Your Lr. No. NU/P-IV/Problems of Group 'D'/Chinchbunder HPO/1/2013 dated 10-9-2013.
4. No. Staff/3/N-11/13 Dated at Mumbai the 2-9-2013. Department of Posts, India. O/o The Postmaster General (MM & FP), Videsh Dak Bhawan, Mumbai-400001. **Subject :** Supply of Copies of Government Order. **Ref.:** Staff/3/N-11/2013 dated 4-3-2013. **Ref.:** Your Letter No. FNPO/Supply of copies of Orders/1/2013 dated 6-8-2013.
5. No. Staff/3/N-11/13 Dated at Mumbai the 2-9-2013. Department of Posts, India. O/o The Postmaster General (MM & FP), Videsh Dak Bhawan, Mumbai-400001. **Subject :** Supply of Copies of Government Order. **Ref.:** Staff/3/N-11/2013 dated 4-3-2013. **Ref.:** Your Letter No. FNPO/Supply of copies of Orders/1/2013 dated 6-8-2013.
6. No. Union/26-2/P-IV/2013 (39) dated at Mumbai-1, the 2-9-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding delaying in the relief of Shri Sanjay U. Palkar, Postman, Chakala, MIDC, who stand transferred to Mahad SO, Raigad Division, Maharashtra Circle under Rule 38. **Ref.:** Your Letter No. NU/P-IV/Transfer Under Rule 38/Raigad Division/1/2013 dated 26-8-2013.
7. No. NR/SR/6-19/06/2013 Dated at Nagpur, 03/09/2013. Department of Posts, India. O/o The Postmaster General, Nagpur Region, Nagpur-440010. **Subject :** Regarding protection in allowance - case of GDS MD Shri S.P. Susar, Shirpur EDBO who is presently working as GDS BPM, Yelgaon EDBO in Buldana Division-443001.

- 
8. No. NR/SR/6-9/03/2010/2013 Dated at Nagpur, 23/09/2013. Department of Posts, India. O/o The Postmaster General, Nagpur Region, Nagpur-440010. **Subject :** Harassment, mental torture and written threats to Postman/MTS Staff by the Sr. PM, Nagpur GPO in respect of completion of saving 'target'.
  9. No. Union/26-2/P-IV/2013 (73) dated at Mumbai-1, the 17-9-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding theft in the P&T Colony, D-14/2, Vakola, Santacruz (E), Mumbai-400029 allotted to Shri D.Y. Solanki, Mahim HO, Mumbai-400016. **Ref.:** Your Letter No. NU/P-IV/Theft in P&T Colony/Vakola/Dys/1/2013 dated 10-9-2013. .
  10. No. Union/26-2/P-IV/2013 (70) dated at Mumbai-1, the 2-9-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding recovery of minus balance in SB A/c. Formation of a separate squad by the Department for the purpose. **Ref.:** Your Letter No. FNPO/Minus Balance/SB/1/2013 dated 28-8-2013.
  11. No. MR/O&M/Union/26-2/P-IV/2013 (156) Dated 19-9-2013. Department of Posts, India. O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Difference in emoluments - Case of Shri N.K. Naik, Shri B.B. Dighe, Shri M.D. Kesarkar, Shri R.R. Nandivdekar, Smt. S.G. Pradhan and Shri V.D. Jondhale, Sorting Postman that with Shri R.N. Wandre, Sorting Postman, Dadar HO, all in the Mumbai City East Division. **Ref.:** NU/P-IV/Difference in emoluments/NKN & Others/1/2013 dtd. 4-7-2013 & 28-8-2013.
  12. No. PR.Union/Ackts./FNPO/1/2012 Dated at Pune, the 25-9-2012. Department of Posts, O/o The Postmaster General, Pune Region, Pune-411001. **Subject :** Request for reversion from SA cadre to Postman cadre of own violation - Case of Shri S.S. Haval, S/A Solapur, RMS, Solapur. **Ref.:** .NU/P-IV/Request for reversion in Postman forms/A/SSH/Solapur dtd. 15-9-2012.
  13. No. STA/50-1/2/3/Mumbai Region Transfer/2013. dated 18-9-2013. Department of Posts, O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001 **Ref.:** Your Letter No. NU/P-IV/TFR U/R-38/Mumbai City N.E. Dn. to Raigad Div/VVP/1/2013 dated 20-7-2013.
  14. No. Union/26-2/P-IV/2012 (71) dated at Mumbai-1, the 12-8-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding stringent action against the hooligans in postman category at Ghatkopar PO, Mumbai-400086 who seriously injured the colleague Shri S.D. Gade while beating him on 5-4-2012 and no action by the SPB. **Ref.:** Your Letter No. NU/P-IV/Stringent Action/Ghatkopar/1/2013 dated 18-2-2013.
  15. No. Union/26-2/P-IV/2012 (26) dated at Mumbai-1, the 27/30-8-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding staff shifting of Divisional Office, Navi Mumbai Division office from Panvel HO Building to Vashi, Navi Mumbai. **Ref.:** Your Letter No. NU/P-IV/Shifting of DO of Navi Mumbai Div./Panvel to Vashi/1/2013 dated 18-5-2013.
  16. No. Union/26-2/P-IV/2013 (42) dated at Mumbai-1, the 22/26-8-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding pressurising GDS Staff for posting at inconvenient BOs and threatening them to put off duty if challenged by ASP, Amravati Central Sub Division, Shri Shambharkar. **Ref.:** Your Letter No. FNPO/Pressurising and Threatening GDS/Amravati/1/2013 dated 8-6-2013.
  17. No. Union/26-2/P-IV/2012 (17) dated at Mumbai-1, the 26/27-8-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Request for



- 
- transfer case of Shri M.V. Nipankar, SPM (HSG II), Tumsar SO to Nagpur City Division. **Ref.:** Your Letter No. FNPO/MH/MVN/Tfr.2012 dated 29-3-2012 and letter No. FNPO/MH/MVN/Tfr./2/2013 dated 20-6-2013.
18. No. Staff/3/N-11/13 Dated at Mumbai the 26-8-2013. Department of Posts, India. O/o The Postmaster General (MM & FP), Videsh Dak Bhawan, Mumbai-400001. **Subject :** Re-vocation of membership of suspension of NUPE Member P-IV case of Shri D.D. Bade (Hamal), Foreign Post, Mumbai. **Ref.:** Your Letter No. FNPO/Contribution of Members/Foreign Post/1/2013 dated 6-8-2013.
  19. No. Union/26-2/P-IV/2013 (69) dated at Mumbai-1, the 23/27-8-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding irregularities noticed in rotational transfer in Foreign Post, Mumbai-400001. **Ref.:** Your Letter No. FNPO/Irregularities in Rotational Transfer/Foreign Post/1/2013 dated 6-8-2013.
  20. No. Union/26-2/P-IV/2013 (07) dated at Mumbai-1, the 13/19-8-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request transfer under Rule 38 from Mumbai City N/W Division (MR) to Buldhana Division, Nagpur Region - Case of Shri Amol A. Dotande, PA, Borivali HO, PO, Mumbai City N/W Division. **Ref.:** Your Letter No. FNPO/Request for transfer under Rule 38/Buldhana Division/1/2013 dated 3-4-2013.
  21. No. Union/26-2/P-IV/2013 (07) dated at Mumbai-1, the 13/19-8-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request transfer under Rule 38 from Mumbai City N/W Division (MR) to Buldhana Division, Nagpur Region - Case of Shri Amol A. Dotande, PA, Borivali HO, PO, Mumbai City N/W Division. **Ref.:** Your Letter No. FNPO/Request for transfer under Rule 38/Buldhana Division/1/2013 dated 3-4-2013.
  22. No. Union/26-2/P-IV/2012 (50) dated at Mumbai-1, the 13/19-8-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding irregular transfer from Digras SO to Pandharkawada SO - Case of Shri T.V. Sawarkar, PM-1 (SPM), Digras SO 445203, Yavatmal Division. **Ref.:** Your Letter No. FNPO/Frawn and favour/ PM Grades/Digras/Yavatmal/1/2012 dated 27-8-2012 and Your Letter No. FNPO/Irregular Transfer/ Pm-1/Digras SO/TVS/3/2012 dated 29-10-2012.
  23. No. PR.Union/Corr/FNPO/2013 dated at Pune 1 the 9-7-2013. Department of Posts, India, O/o The Postmaster General, Pune Region, Pune-411001. **Subject :** Exhibiting frawn and favour in dealing with the Union matters by Administrative Authorities - a complain regarding. **Ref.:** Your letter dated 25-6-2013..
  24. No. MR/Estt/Four Monthly/FNPO/2011-12 dated at Mumbai 25/7/2013. **Subject :** Stop the abolition of 1/3 vacant post of Postman and MTS for the year 2005 to 2008. Abolition of Posts of Postman and MTS - Case of stay granted by Principal CAT Delhi. 1.
  25. No. Union/26-2/P-IV/2013 (53) dated at Mumbai-1, the 15-7-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding dilapidated condition of Buildings of Post Offices in Mumbai Region. **Ref.:** Your Letter No. NU/P-IV/Problems of building/Mumbai Region/1/2013 dated 2-7-2013.
  26. No. Union/26-2/P-IV/2013 (59) dated at Mumbai-1, the 10/15-7-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding

- 
- request for allotment accommodation in Tank Road PO Bldg. for housing office of Circle Union. **Ref.:** Your Letter No. NU/P-IV/Accommodation/Union/10/2013 dated 3-7-2013.
27. No. MR/Estt/Four Monthly/FNPO/2011-12 dated at Mumbai 25-7-2013. Department of Posts, India. O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Stop the abolition of 1/3 vacant post of Postman and MTS for the year 2005 to 2008. Abolition of Posts of Postman and MTS - Case of stay granted by Principal CAT Delhi. **Ref.:** Your Letter No. NU/P-IV/Principal Bench CAT/2/2013 dated 18-6-2013. .
28. No. Staff/3/N-11/13 Dated at Mumbai the 4-7-2013. Department of Posts, India. O/o The Postmaster General (MM & FP), Videsh Dak Bhawan, Mumbai-400001. **Subject :** (1) Regarding non-payment of OTA for the period (Sept. 2012 to Dec. 2012). (2) Regarding supply of Government Orders. (3) Regarding relief arrangement of all the staff of Foreign Post on Rotational Transfer. (4) Regarding deduction of Union contributin in R/O the official Shri D.D. Bade. **Ref.:** Your Letter No. 44/2012 dt. 27-6-2013, 45, 46, 47 dated 1-7-2013.
29. No. Union/26-2/P-IV/2013 dated at Mumbai-1, the 8-7-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. Y
30. No. Union/26-2/P-IV/2013 (58) dated at Mumbai-1, the 11/15--2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding instructions regarding making adequate arrangements in advance during the financial year to meet the bills pending for want of funds. **Ref.:** Your Letter No. NU/P-IV/Long Pending Bills/1/2013 dated 2-7-2013.
31. No. Union/26-2/P-IV/2013 (61) dated at Mumbai-1, the 16-7-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding exhibiting frawn and favour in dealing with the Union members by the administrative authorities. **Ref.:** Your Letter No. FNPO/Frawn and Favour Dealing/MHC/1/2013 dated 25-6-2013.
32. No. Union/26-2/P-IV/2012 (47) dated at Mumbai-1, the 16-7-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding granting of one increment to those Group 'D'/MTS Employees who were stagnated at the maximum of 3200-4000 and were eligible to get one increment from 1-1-2006 for fixatin of pay - Case of Mumbai GPO and other Division. **Ref.:** Your Letter No. NU/P-IV/Granting of increment/stagnation/MBI GPO/1/2013 dated 8-7-2013.
33. No. Union/26-2/P-IV/2013 (56) dated at Mumbai-1, the 9/12-7-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding stopping the members of AIPEDU availing meeting under the banner of NFPE Federation with the CPMG, PMGs, SSPOs, SPOs Director in all the Circle, RO, DO. **Ref.:** Your Letter No. FNPO/Stopping meetings at all level/AIPEDU/1/2013 dated 6-6-2013.
34. No. Union/26-2/P-IV/2013 (29) dated at Mumbai-1, the 10/15-7-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding absorption of temporary status employees, Casual Labours working for past several years in Mumbai City East Division and Mumbai Canteen from the year 2009 to 2013 in regular categories in MTS cadre against the vacant post for the said period. reg. in Mumbai Region, Foreign Post Offices and other neighbouring Divison (West, South, NE, North, N/E), Mumbai GPO (Canteen) and other Division - Case of Mumbai City East Division and other in MHC (TSCL Employees). **Ref.:** Your Letter No. FNPO/Absorption of TSE and Casual Labour/1/2013 dated 27-6-2013.

- 
35. No. Union/26-2/P-IV/2013 (51) dated at Mumbai-1, the 9-7-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding regular posting of (Gr. 'B') SPO in Ratnagiri Division, Ratnagiri. **Ref.:** Your Letter No. dated 3-7-2013 received by Email.
36. No. Union/26-2/P-IV/2013 (52) dated at Mumbai-1, the 8-7-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding special fresh revision in respect of Departmental Stamp Vendor in Mumbai Region and conversion of additional posts of DSV as Postman Post and supplementing the strength of DSV's where necessary. **Ref.:** Your Letter No. NU/P-IV/DSV Justification/Conversion in Postman Posts/1/2013 dated 26-6-2013.
37. No. Union/26-2/P-IV/2013 (66) dated at Mumbai-1, the 24/29-7-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request transfer application under Rule 38 from Navi Mumbai Division (MR) to Osmanabad Division, Aurangabad Region - Case of Shri Balu S. Mirgane, PA, Panvel City. **Ref.:** Your Letter No. FNPO/Transfer UR 38/BSM/New Mumbai Div. to Aurangabad Div./1/2013 dated 12-7-2013.
38. No. Union/26-2/P-IV/2013 (67) dated at Mumbai-1, the 29/23-7-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding return of huge fund amount about Rs. 1 crore and 2 lakhs allotted for the Department of P&T Colony, Sahar, Mumbai-400099. **Ref.:** Your Letter No. FNPO/Refund of fund/Allotted for Sahar P&T Colony/1/2013 dated 17-7-2013.
39. No. NR/SR/6-16/10/2013 Dated at Nagpur, 05/07/2013. Department of Posts, India. O/o The Postmaster General, Nagpur Region, Nagpur-440010. **Subject :** Regarding misguiding replies by the SP Wardha Division in the monthly meeting with the NUPE P-IV Union.
40. No. Union/26-2/P-IV/2013 (68) dated at Mumbai-1, the 25-7-2013/05-08-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request transfer under Rule 38 from Thane Central Division, Mumbai Region, Maharashtra Circle to Sirsi Division, North Karnataka Region, Karnataka Circle (Case of Mumbai Region - Smt. Nikita M. Shetty, Thane HO). **Ref.:** Your Letter No. FNPO/Tfr Ur 38/Thane Central Div. (MR) to Sirsi Div. North Canara Div./Ktc/1/2013 dated 20-7-2013.
41. No. GR/SD/Union/Corr/2013-14 Dated at Panaji, the 18-7-2013. Department of Posts, India, O/o The Postmaster General, Goa Region, Panaji-403001. **Subject :** Supply of Uniform and kit items to the eligible staff in Goa Region - reg. **Ref.:** Your Letter No. NU/P-IV/Supply of Uniform/Kit Items/Goa Region/1/2013 dtd. 8-6-2013.
42. No. Union/26-2/P-IV/2013 (50) dated at Mumbai-1, the 28-06-2013/02-07-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding restore the original sanction strength of Mahad PO in Raigad Division according to the justification of Postman Staff in the latest Revision Statistics. **Ref.:** Your Letter No. NU/P-IV/Restore Postman Strength/Mahad PO/Raigad/1/2013 dated 21-6-2013.
43. No. Union/26-2/P-IV/2012 (73) dated at Mumbai-1, the 27-06-2013/02-07-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding implementation of Delhi High Court dated 29-3-2011 in V/P No. 3220/2009 in OM No. 164/2005 in the matter of Dharam Singh and Others. **Ref.:** Your Letter No. FNPO/Implementation of Judgement/Foreign Post/1/2013 dated 20-6-2013.

- 
44. No. NR/SR/6-20/02/2010/2013 Dated at Nagpur, 25/06/2013. Department of Posts, India. O/o The Postmaster General, Nagpur Region, Nagpur-440010. **Subject** : Regarding request for transfer case of Shri M.V. Nipankar, SPM (HSG II), Tumsar SO to Nagpur City Dn.
45. No. Union/26-2/P-IV/2012 (17) dated at Mumbai-1, the 2/3-7-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject** : Regarding request for transfer case of Shri M.V. Nipankar, SPM (HSG II), Tumsar SO to Nagpur City Dn. **Ref.:** Your Letter No. FNPO/MH/MVN/Tfr./2/2013 dated 20-6-2013.
46. No. Union/26-2/P-IV/2013 (38) dated at Mumbai-1, the 7-6-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject** : Regarding indecent and arrogant behaviour of B.B. More, Postman, Satara HPO (Member of NEPE P-IV Union). **Ref.:** Your Letter No. NU/P-IV/Indecent and arrogant behaviour/BBM/Satara/1/13 dated 12-5-2013.
47. No. NR/SR/6-16/10/2013 Dated at Nagpur, 18/06/2013. Department of Posts, India. O/o The Postmaster General, Nagpur Region, Nagpur-440010. **Subject** : Misguiding replies by the SP Wardha Division in the monthly meeting with the NUPE P-IV Union - Regarding. Sir, The receipt of your letter No. NU/P-IV/Misguiding Replies/Wardha Division/1/2013 dated 8-6-2013 on the above subject is hereby acknowledged.
48. No. Union/26-2/P-IV/2012 (67) dated at Mumbai-1, the 17-6-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject** : Regarding violation of GDS Conduct Rule 2001, Rule 23 by the Circle President of All India GDS Employees, Maharashtra Circle - Case of Ratnagiri Division, Goa Regn. **Ref.:** Your Letter No. FNPO/Violation of GDS Conduct Rules/GDS/Rtg. Div./1/2013 dated 28-5-2013.
49. No. AR/UNION/CO-NUPE/Vig-Enquiry/Nanded/2012 dated at Aurangabad the 17-6-2013. Department of Posts, India. O/o The Postmaster General, Aurangabad Region, Aurangabad-431002. **Subject** : Irregular deployment of unauthorized outsiders in place of regular employees by the relevant APM, Taroda Road PO, PRI(P), ASP East Nanded Division. **Ref.:** Your Letter No. NU/P-IV/Irregular Deployment/Taroda PO/Nanded/1/2013 dated 28-3-2013.
50. No. Union/26-2/P-IV/2013 (36) dated at Mumbai-1, the 7-6-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject** : Regarding delay in the payment of OTA Bills - Case of Foreign Post, Mumbai. **Ref.:** Your Letter No. FNPO/Non-payment of OTA/Foreign Post/1/2013 dated 27-5-2013.
51. No. Union/26-2/P-IV/2013 (41) dated at Mumbai-1, the 17-6-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject** : Regarding early disposal of pending MACP cases at R/O, C/O level in respect of Postman and MTS Staff. **Ref.:** Your Letter No. NU/P-IV/Disposal of MACP/R/O, C/O Level/1/2013 dated 18-5-2013.
52. No. Union/26-2/P-IV/2013 (39) dated at Mumbai-1, the 17-6-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject** : Regarding delaying in the relief of Shri Sanjay U. Palkar, Postman, Chakala, MIDC who stands transferred to Mahad SO, Raigad Division, Maharashtra Circle under Rule 38. **Ref.:** Your Letter No. NU/P-IV/Transfer under Rule 38/Raigad Division/1/2013 dated 27-5-2013.
53. No. NR/SR/6-19/06/2013 Dated at Nagpur the 07/06/2013. Department of Posts, India. O/o The Postmaster General, Nagpur Region, Nagpur-440010. **Subject** : Protection in Allowance - Case of GDS MD, Shri S.P. Susar, Shirpur, EDBO who is presently working as GDS BPM, Yelgaon, ED BO in Buldhana Division-443001.

- 
54. No. NR/SR/6-31/5/2013 Dated at Nagpur-10, 13/06/2013. Department of Posts, India. O/o The Postmaster General, Nagpur Region, Nagpur-440010. **Subject :** Pressurising GDS Staff for posting at inconvenient BO's and threatening them to put off duty if challenged by ASP, Amravati Central Sub Division, Shri Shambharkar - Reg.
55. No. Union/26-2/P-IV/2013 (40) dated at Mumbai-1, the 17-6-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding supply of Uniform and kit item to the eligible employees in the Postal Department. **Ref.:** Your Letter No. NU/P-IV/Supply of Uniform/1/2013 dated 16-5-2013.
56. No. Union/26-2/P-IV/2013 (42) dated at Mumbai-1, the 19-6-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding pressurizing GDS Staff for posting at inconvenient BOs and threatening them to put off duty if challenged by ASP, Amravati Central Sub Division, Shri Shambharkar. **Ref.:** Your Letter No. FNPO/Pressurising and Threatening GDS/Amravati/1/2013 dated 8-6-2013.
57. No. Union/26-2/P-IV/2013 (46) dated at Mumbai-1, the 24-6-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding to stop the abolition of 1/3 vacan post of Postman and MTS for the year 2005-2008. **Ref.:** Your Letter No. NU/P-IV/Principal Bench CAT/2/2013 dated 18-6-2013.
58. No. Union/26-2/P-IV/2013 (34) dated at Mumbai-1, the 5-6-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding providing adequate strength of security staff at P&T Colony, Sahar. **Ref.:** Your Letter No. NU/P-IV/P&T Colony/Sahar/Security/7/2013 dated 22-5-2013.
59. No. Union/26-2/P-IV/2013 (37) dated at Mumbai-1, the 7-6-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding irreglar selection of Shri RV. Ghag, BPM, Salape, (Shiposhi), Dist. Ratnagiri as SC Candidate in the candidate in the reserve quota (V.O. enquiry needed). **Ref.:** Your Letter No. NU/P-IV/Irregular Selection/RVT/Salape/Rtg./1/2013 dated 28-5-2013.
60. No. Union/26-2/P-IV/2013 (35) dated at Mumbai-1, the 7-6-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding bias enquiry report submitted by Shri Joshi, ADPS (Goa Region) as case of Ratnagiri Division. NUPE Secretaries debar from the Trade Union facilities. **Ref.:** Your Letter No. FNPO/Trade Union Facilities/Ratnagiri Division/1/2013 dated 27-5-2013.
61. No. MR/Estt/Union/Stg. P'man/2013 dated at Mumbai 25-6-2013. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Review of Sorting Postman. **Ref.:** Your Letter No. NU/P-IV/Implementation of Order dated 22-2-2013/MR (Estt)1/2013. 25-4-2013.
62. No. Staff/3/RTI/15/2013 Dated at Mumbai the 11-6-2013. Department of Posts, India. O/o The Postmaster General (FP & MM), Videsh Dak Bhawan, Mumbai-400001. **Subject :** Information sought for under Right to Information Act, 2005. **Ref.:** Your RTI Application dated 25-4-2013 (Received in this office on 15-5-2013).
63. No. GR/SD/Union/Corr/2013-14 Dated at Panaji, the 21-6-2013. Department of Posts, India, O/o The Postmaster General, Goa Region, Panaji-403001. **Subject :** Supply of Uniform and kit items to the eligible staff in Goa Region - reg. **Ref.:** Your Letter No. NU/P-IV/Supply of Uniform/Kit Items/Goa Region/1/2013 dtd. 8-6-2013.

- 
- 
64. No. Bldg/15-37/Ghatkopar (W) PO/VI Dated 15-5-2013. **Subject** : Dilapidated condition of Ghatkopar Wes PO, Mumbai-400086.
65. No. Union/26-2/P-IV/2013 (33) dated at Mumbai-1, the 22-5-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject** : Regarding non-supply of Umbrella to Postman & MTS Staff in Maharashtra Circle Case of purchase of non-usable umbrella to PSD Mumbai. **Ref.:** Your Letter No. NU/P-IV/Non-Supploy of Umbrella/Maharashtra Circle/1/2013 dated 18-5-2013.
66. No. Union/26-2/P-IV/2013 (32) dated at Mumbai-1, the 22-5-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject** : Regarding non-supply of chappals to the eligible staff in Maharashtra & Goa Circle. **Ref.:** Your Letter No. NU/P-IV/Non-supply of chappals/Postman & MTS/MHC/1/2013 dated 18-5-2013.
67. No. Bldg./15-37/Ghatkopar (W) PO/VI dated 15-5-2013. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject** : Dilapidated condition of Ghatkopar West PO, Mumbai-400086.
68. No. Union/5-2/P-IV/2013 dated at Mumbai-1, the 6-5-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject** : Special Casual Leave.
69. No. Union/5-2/P-IV/2013 dated at Mumbai-1, the 6-5-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject** : Federal Working Committee - FNPO.
70. No. Union/5-2/P-IV dated at Mumbai-1, the 8-5-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject** : Grant of Special Casual Leave.
71. No. MR/Estt/RTI/44/2013 dated at Mumbai, 23-4-2013. Department of Posts, India. O/o the Postmaster General, Mumbai Region, Mumbai-400001. **Subject** : RTI Application dated 25-3-2013.
72. No. Union/26-2/P-IV/2013 (15) dated at Mumbai-1, the 14/19-3-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject** : Regarding provision of sufficient funds to the Divisional Heads for meeting the reimbursement of medical bills, OTA bills and other due incentives etc.. **Ref.:** Your Letter No. NU/P-IV/Provision of sufficient funds/Medical Bills, OTA/1/2013 dated 6-3-2013.
73. No. MR/O&M/Union/26-2/P-IV/IND/2013 (01) dated 21-3-2013. Department of Posts, India. O/o the Postmaster General, Mumbai Region, Mumbai-400001. **Subject** : Request transfer under Rule 38 from Mumbai City North West Division (MR) to Buldhana Division, Nagpur Region case of Shri Amol A. Dotande, PA, Borivali Head Post Office, Mumbai City North West Division. **Ref.:** Your Letter No. FNPO/Request for transfer under Rule 38/Buldhana Division/1/2013 dated 18-2-2013.
74. No. MR/O&M/Union/26-2/P-IV/IND/2013 (02) dated 21-3-2013. Department of Posts, India. O/o the Postmaster General, Mumbai Region, Mumbai-400001. **Subject** : Regarding double vexation of Postal Employees on the verge of retirement on superannuation. Case of Shri J.D. Naik, ASPM, Worli, MDG, Mumbai-400018, Mumbai City West Division. **Ref.:** Your Letter no. FNPO/Double vexation Employees/JDN/APM Worli/2013 dated 22-2-2013.
75. No. MR/O&M/Union/26-2/P-IV/IND/2013 (03) dated 21-3-2013. Department of Posts, India. O/o the Postmaster General, Mumbai Region, Mumbai-400001. **Subject** : Irregularity regarding

disciplinary action under Rule 14 CCS (CCA), Rule 165 against Shri V.Y. Nikam, MTS, IR Delivery, Mumbai GPO, Mumbai-400001. **Ref.:** Your Letter No. NU/P-IV/Irregular Disciplinary Action/VYN/IR Dely./GPO/01/2013 dated 18-2-2013.

76. No. Union/26-2/P-IV/2013 (14) dated at Mumbai-1, the 7-3-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding indecent and arrogant behaviour of Shri B.B. More, Postman, Satara HPO (member of NFPE P-IV Union).
77. No. Vig/RTI/TNR/01/2013 dated 21-2-2-013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Information under RTI Act 2005. **Ref.:** Your Application dated 20-21/01/2013.
78. No. Union/26-2/P-IV/2013 (03) dated at Mumbai-1, the 4/19-2-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding upgradation of BO Nachane District, Ratnagiri into SO. **Ref.:** Regarding upgradation of BO Nachane District, Ratnagiri into SO.
79. No. Union/26-2/P-IV/2013 (46) dated at Mumbai-1, the 24-6-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding to stop the abolition of 1/3 vacant post of Postman and MTS for the year 2005 to 2008.. **Ref.:** Your Letter No. NU/P-IV/Principal Bench CAT/2/2013 dated 18-6-2013.
80. No. Union/26-2/P-IV/2013 (34) dated at Mumbai-1, the 5-6-2013. Department of Posts, India. O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding providing adequate strength of security staff of P&T Colony, 22-5-2013. **Ref.:** Your Letter No. NU/P-IV/P&T Colony/Sahar/Security/7/2013 dated 22-5-2013.

### Uttar Pradesh Circle

1. संख्या - एच/मिस/जाँच/2013-14 दिनांक 2-9-2013. भारतीय डाक विभाग, कार्यालय प्रवर अधीक्षक डाकघर, लखनऊ मंडल, लखनऊ-226007. **विषय :** उत्तर प्रदेश परिमंडल में जी.डी.एस. भर्ती में की गयी अनियमितताओं के विरुद्ध शिकायत की जाँच के संबंध में। **संदर्भ :** NU/P-IV/Irregular Engagement/GDS/UP/1/2012 दिनांक 12-11-12. प्रवर अधीक्षक डाकघर, लखनऊ मंडल, लखनऊ.
2. No. Union/Dte/ Corr/NU/2013/3 dated at 19-9-2013/ Department of Posts, India. Postmaster General, Agra Region, Agra. **Subject :** Regarding irregularities by the Senior Postmaster, Mathura HO in treating full day period as “Dies Non” of 18 Postman Staff of Mathura HO Office for duty performed on 7-1-2013.
3. पत्रांक : यूनियन/एम-12/ट्रांसफर/2013/3 लखनऊ दिनांक 10-9-2013. पोस्ट मास्टर जनरल, आगरा रीजन, आगरा-282001. **विषय :** Irregularities in the posting of Mail Overseer, Bajana Line, Mathura Division. Shri T.N. Rahate, General Secretary and President FNPO परिमंडलीय सचिव का पत्र संख्या NU/P-IV/Irregular Posting/Mail Overseer/Bazana Line/Mathura/2013 दिनांक 3-9-2013 की मूल प्रति आवश्यक कार्यवाही हेतु प्रेषित की जा रही है। कृपया कृत कार्यवाही से उक्त महासचिव को अवगत कराते हुए इस कार्यालय को भी सूचित करें।
4. पत्रांक : यूनियन/नेशनल/मिस/3/चैप. I लखनऊ दिनांक 6-6-2013. सहायक निदेशक (भर्ती), परिमंडल कार्यालय, लखनऊ-226001. **विषय :** हिन्दी साहित्य सम्मेलन इलाहाबाद की प्रथमा परीक्षा हाई स्कूल के समकक्ष मान्यता न होने के संदर्भ में। **संदर्भ :** भर्ती/ए-67/Rlg./Ch VI/9 दिनांक 25-8-2010. सहायक निदेशक (वैयक्तिक), कृते चीफ पोस्टमास्टर जनरल, उत्तर प्रदेश परिमंडल, लखनऊ।

5. पत्रांक : यूनियन/एम-12/ट्रांसफर/2013/3 लखनऊ दिनांक 19-7-2013. सहायक निदेशक (भर्ती), परिमंडल कार्यालय, लखनऊ-226001. **विषय** : हिन्दी साहित्य सम्मेलन इलाहाबाद की प्रथमा परीक्षा उत्तीर्ण जी.डी.एस. पैकर को एम.टी.एस. ग्रुप-सी पदोन्नति परीक्षा में, सफल घोषित करने के संबंध में।
6. पत्रांक : यूनियन/मिस-कोर/आगरा मंडल/2013 दिनांक 20-6-2013. भारत सरकार, संचार एवं सूचना प्रौद्योगिकी मंत्रालय, भारतीय डाक विभाग, कार्यालय पोस्टमास्टर जनरल, आगरा परिक्षेत्र, आगरा-282001. **विषय** : सिविल लाइंस उपडाकघर आगरा के पोस्टमैन डिलीवरी स्टाफ के कार्य को डिवीजनल आफिस के बेसमेंट में शिफ्ट करने के संबंध में। **संदर्भ** : NU/P-IV/Shifting of Civil Lines PO/1/2013 dated 27-5-2013.
7. पत्रांक : यूनियन/मिस-कोर/आगरा मंडल/2013 दिनांक 20-6-2013. भारत सरकार, संचार एवं सूचना प्रौद्योगिकी मंत्रालय, भारतीय डाक विभाग, कार्यालय पोस्टमास्टर जनरल, आगरा परिक्षेत्र, आगरा-282001. **विषय** : सिविल लाइंस उपडाकघर आगरा के पोस्टमैन डिलीवरी स्टाफ के कार्य को डिवीजनल आफिस के बेसमेंट में शिफ्ट करने के संबंध में। **संदर्भ** : NU/P-IV/Shifting of Civil Lines PO/1/2013 dated 27-5-2013.
8. पत्रांक : यूनियन/नेशनल/मिस/3/चैप. I लखनऊ दिनांक 4-6-2013. निदेशक, डाक सेवा, गाजियाबाद, **विषय** : Problems regarding shortage of Postman staff in the Ghaziabad HPO, Ghaziabad Division. **संदर्भ** : NU/P-IV/Shortage Staff/Khaziabad/HPO/UP/1/2013 dt. 22-5-2013.
9. पत्रांक : यूनियन/नेशनल/मिस/3/चैप. I लखनऊ दिनांक 4-6-2013. सहायक निदेशक, (कल्याण), परिमंडल कार्यालय, लखनऊ-226001. **विषय** : Misappropriation and laundering of money by the Directors and Committee members of UP Postal Primary Bank Ltd., Lucknow-1 - reg. **संदर्भ** : NU/P-IV/Misappropriation of Money/UP Postal Bank/1/2013 dt. 27-5-2013.
10. पत्रांक : यूनियन/नेशनल/मिस/3/चैप. I लखनऊ दिनांक 4-6-2013. पोस्टमास्टर जनरल, आगरा रीजन, आगरा-282001. **विषय** : Proposed shifting of Civil Lines PO, Postman delivery work to the basement of Divisional Office Building, Agra Region - reg. **संदर्भ** : NU/P-IV/Shifting of Civil Lines PO/1/2013 dt. 27-5-2013.
11. पत्रांक : यूनियन/नेशनल/मिस/3/चैप. I लखनऊ दिनांक 12-3-2013. सहायक निदेशक (भर्ती), परिमंडल कार्यालय, लखनऊ-226001. **विषय** : Appointment of Compassionate Ground in normal Recruitment Rule as per DG's Order vide 37-36/2004 SPB dated 20-01-2010. Case of Smt. Jaharabegam, widowed Alam, Ex-Group D Sarnath PO in Varanasi East Division - reg. **संदर्भ** : Rectt.?M.S./89/2011/7 dt. 24-1-13.
12. No. SOM/M-11/Union Item/06/8 dated at Lucknow, the 18-2-2013. Department of Posts, India, O/o The Chief Postmaster General, UP Circle, Lucknow-226001. **Subject** : Proposed shifting of Civil Lines PO Postmen delivery work to the basement of Divisional Office Building, Agra (Case of Agra Division).
13. पत्रांक : यूनियन/नेशनल/मिस/3/चैप. I लखनऊ दिनांक 30-1-2013. सहायक निदेशक (मेल्स), परिमंडल कार्यालय लखनऊ-226001. **विषय** : Proposed shifting of Civil Lines PO, Postman delivery work to the basement of Divisional Office Building, Agra Reg. (Case of Agra Division). **संदर्भ** : NU/P-IV/Shifting of Civil Lines PO/1/2013 dt. 22-1-2013.

### Prime Minister's Letter

1. No. PMO ID No. 1/3/2013-PMP2/62676 dated 26-6-2013. **Prime Minister's Office**, Secretary, D/O Personnel & training, M/O Pers. P.G. & Pensions, New Delhi. **Subject** : Letter of Shri T.N. Rahate, Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-54.



---

---

## Some Important Orders

1. No. 30-7/2012-D, Government of India, Ministry of Communications & IT, Department of Posts, Mail Business (Development and Operations) Division, Dak Bhawan, Sansad Marg, New Delhi-110001 Dated 28-9-2012. **Subject :** Implementation of Redesigned Network for First Class Mail-Sorting and closing of bags by Business Post Centres (BPCs) and Mail Business Centres (MBCs) handling outward bulk mail.
2. No. 30-7/2012-D, Government of India, Ministry of Communications & IT, Department of Posts, Mail Business (Development and Operations) Division, Dak Bhawan, Sansad Marg, New Delhi-110001 Dated 28-9-2012. **Subject :** Implementation of Redesigned Network for First Class Mail-Sorting and closing of bags by Business Post Centres (BPCs) and Mail Business Centres (MBCs) handling outward bulk mail.
3. No. 30-7/2012-D, Government of India, Ministry of Communications & IT, Department of Posts, Mail Business (Development and Operations) Division, Dak Bhawan, Sansad Marg, New Delhi-110001 Dated 28-9-2012. **Subject :** Implementation of Redesigned Network for First Class Mail-Sorting and closing of bags by Business Post Centres (BPCs) and Mail Business Centres (MBCs) handling outward bulk mail.
4. No. 27/1/2007-Dir.(C), Government of India, Ministry of Personnel, P.G. & Training, Department of Personnel & Training, Lok Nayak Bhawan, Khan Market, New Delhi-110001 Dated 3-9-2013. **Subject :** Recognition of Service Association of Employees of Non-Statutory Departmental Canteens/Tiffin Rooms of Central Government Offices under CCS (RSA) Rules, 1993.
5. No. 27/1/2007-Dir.(C), Government of India, Ministry of Personnel, P.G. & Training, Department of Personnel & Training, Lok Nayak Bhawan, Khan Market, New Delhi-110001 Dated 3-9-2013. **Subject :** Recognition of Service Association of Employees of Non-Statutory Departmental Canteens/Tiffin Rooms of Central Government Offices under CCS (RSA) Rules, 1993.
6. No. 6-5/2009-Bldg., Government of India, Ministry of Communications & Information Technology, Department of Posts, (Estates Division), Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Revision of tariff for occupation of Inspection Quarters / Inspection Rooms in the Department of Posts..
7. No. JCA/Harassment/SPO's/Nanded 2013 Dtd. at Nanded the 21-8-2013. JCA, National Federation of Postal Employees Union, Federation of National Postal Organisation, All India Postal Extra Departmental Employees Union, National Union of Gramin Dak Sevaks. **Subject :** Harassment to the staff of Nanded Division. For Ex. Ku. Poonam M. Lokhande, PA, Nanded HO.
8. No. 01-14/2009-RB. Government of India, Ministry of Communications & IT, Department of Posts, (RB Division), Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Revised Incentive Structure of post office staff involved in MGNREGS related work - reg.
9. No. 92-61/2013-Coord./O&M., Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 9th July, 2013. **Subject :** Appeal for donation in Prime Minister's National Relief Fund - regarding.

- 
- 
10. No. F.No. 5-01/2010-PAP, Government of India, Ministry of Communications & IT, Department of Posts, (Establishment Division, PAP Section), Dak Bhawan, Sansad Marg, New Delhi-110001 dt. the 9th July, 2012. **Subject** : Extension of Risk Allowance upto 31-12-2012 - regarding.
  11. No. 30-24/2012-D, Dated 29-6-2012, Government of India, Ministry of Communications & IT, Department of Posts, Mail Business (Development & Operations) Division, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject** : Specifications of Bag Label for Unregistered First Class Mail Bag.
  12. No. Estt/4-1/GDS Data/RSBY/201 Dated at Mumbai the 5/6-6-2013. **Subject** : Data for providing health care facilities to Gramin Dak Sevaks on the line of Rashtriya Swasthya Bima Yojana.
  13. No. 10-9/2013-SR, Government of India, Ministry of Communications & IT, Department of Posts, (S.R. Section), Dak Bhawan, Sansad Marg, New Delhi dated the 18th June, 2013. **Subject** : Treatment of period on 25-3-2009 in respect of Postman, Delhi GPO, Delhi-110006.
  14. No. BII/MACP/1-11-111/Postman/MTS/31-3-2012-2013 dated at Mumbai-400014 the 16-5-2013. Department of Post, INDIA, O/o Sr. Supdt. of Post Offices Mumbai City East Dn., Mumbai-400014.
  15. No. 10-9/2013-SR, Government of India, Ministry of Communications & IT, Department of Posts, (S.R. Section), Dak Bhawan, Sansad Marg, New Delhi Dated the 1st May, 2013. **Subject** : To provide mediclaim policy to the employees of the Postal Department in lieu of CGHS and AMA facility.
  16. No. 04-28/2013-SPB.II., Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001, Date 15th May, 2013. **Subject** : Filling up the posts of Postmaster Grade-III in Post Offices in Postal Circles.
  17. No. 4-16/2002-SPB-II, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, New Delhi-110001, Dated the 16th April, 2013. **Subject** : Continuation of adhoc arrangements in the cadre of HSG-I.
  18. No. 04-44/2012-SPB.II, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 18th April, 2013. **Subject** : Filling up the vacancies in Higher Selection Grade-I (HSG.I) in Post Offices (POs) and Railway Mail Service (RMS) Offices - Reg.
  19. No. 8-01/2012-PAP, Government of India, Ministry of Communications & IT, Department of Posts, (Establishment Division), Dak Bhawan, Sansad Marg, New Delhi-110001, 25th April, 2013. **Subject** : Rates of Dearness Allowance applicable w.e.f. 1-1-2013 to the employees of Central Government - payment thereof Reg.
  20. No. 10/9/2013-SR, Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi, dated the 25th April, 2013. **Subject** : Filling up the vacancies in Higher Selection Grade-I (HSG.I) in Post Offices (POs) and Railway Mail Service (RMS) Offices - reg.
  21. No. 1(2)/2013-E.II (B), Government of India, Ministry of Finance, Department of Expenditure, North Block, New Delhi, Dated 25th April, 2013. **Subject** : Payment of Dearness Allowance to Central Government Employees - Revised Rates effective from 1-1-2013.
  22. No. 15/2/2007-Sr, Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated the 16th April, 2013. **Subject** : Amendment of Constitution of NAPE Gr./'C'.

- 
- 
23. No. 17-01/2013-PAP, Government of India, Ministry of Communication and IT, Department of Posts, (Establishment Division), Dak Bhawan, Sansad Marg, New Delhi-110001, the 18th April, 2013. **Subject :** Allowances and Special facilities to Civilian Employees of the Central Government serving in the States of the North Eastern Region (including Sikkim) and in the Union Territories of Andaman & Nicobar, Lakshadweep group of Islands - Extension of the benefits related to Travelling Allowance to Civilian Employees posted in Ladakh Region of the State of Jammu & Kashmir - Implementation of the recommendations of the Sixth Central Pay Commission - reg.
24. No. 1(2)/2013-E.II(B), Government of India, Ministry of Finance, Department of Expenditure, North Block, New Delhi. Dated 25th April, 2013. **Subject :** Payment of Dearness Allowance to Central Government Employees - Revised Rates effective from 1-1-2013.
25. No. 13-06/2008-BD & MD Vo. II, Government of India, Ministry of Communications & IT, Department of Posts, BD & Marketing Directorate, New Delhi-110001, Dated 11/12-03-2013. **Subject :** Start of Logistics Post Air Business in Association of Air India on identified sectors.
26. No. 30-54/2012-D, Dated 13-3-2013, Government of India, Ministry of Communication & IT, Department of Posts, Mail Business Development & Operation Division, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Renting out of Post Boxes and Post Bags.
27. No. 20-03/2012-RB, Government of India, Ministry of Communication & IT, Department of Posts, (RB Division), Dak Bhawan, Sansad Marg, New Delhi-110001, Date 13-3-2013. **Subject :** 35th Report of Standing Committee on IT (2011-12) dated August 2012 which is based on ATN by Government on the Recommendations/Observations of the Committee in their 25th Report on 'Disbursement of wages to labourers under Mahatma Gandhi National Rural Employment Guarantee Act by Post Offices' - reg.
28. No. 30-01.2013-Trg., Department of Posts, (Training Division), Dak Bhawan, New Delhi, Dated 15th March, 2013, **Subject :** Trainings under IT Modernization Project.
29. No. 17-5/2013-SPG, Government of India, Ministry of Communications and IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 14-3-2013. **Subject :** Notice of vacancy - P 2 post of Finance, Banking and Treasury Expert with the Accounting Programme in the Finance and Strategy Directorate.
30. No. 9-6/2007-PO (Pt), Dated 3-2013, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Remotely Managed Franking System Machine Models No. IJ 50, IJ70, IJ80 and IJ110 of M/s Neopost India Pvt. Ltd - Approval thereof for modified specifications.
31. No. 7-2/2012-D, Government of India, Ministry of Communications & IT, Department of Posts, Mail Business Division, Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 1-3-2013. **Subject :** Non-availability of proper and sufficient accommodation for RMS Sections in mail carrying trains: Coordination with Zonal Railways concerned.
32. No. 7-2/2012-D, Government of India, Ministry of Communications & IT, Department of Posts, Mail Business Division, Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 1-3-2013. **Subject :** Non-availability of proper and sufficient accommodation for RMS Sections in mail carrying trains: Coordination with Zonal Railways concerned.
33. No. 22-08/2013-Phil, Government of India, Ministry of Communications & IT, Department of Posts, (Philately Division), Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 11-3-2013. **Subject :** Manufacturing of cancellation cachet of commemorative postage stamp on MALAYALA

MANORAMA and JHULELAL SAHIB scheduled to be released on 16-3-2013 and 17-3-2013 respectively.

34. No. 93-06/2012-SPB.II, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 1-3-2013. **Subject :** Declining promotion to Postmaster Grade-1 by the officials declared successful in Postmaster Grade-1 Departmental Competitive Examination held on 12-6-2011 and subsequently - Reg.
35. Unstarred Question No. 2731 Answered on 13-3-2013, Government of India, Ministry of Communications and Information Technology, Lok Sabha. **Subject :** Post Offices in Rented Buildings.
36. No. 6-1/2005-FC (Posts) (Pt), Government of India, Ministry of Communications & IT, Department of Posts, Integrated Finance Wing, (Finance Co-ordination), Dated 13-3-2013. **Subject :** Delegation of Financial powers to Heads of Circles in the Department of Posts.
37. No. 20-03/2012-RB, Government of India, Ministry of Communication & IT, Department of Posts, (RB Division), Dak Bhawan, Sansad Marg, New Delhi-110001, Date 13-3-2013. **Subject :** 35th Report of Standing Committee on Information Technology (2011-12) on Action taken by the Government on the Recommendations/Observations of the Committee contained in their 25th Report (Fifteenth Lok Sabha) on 'Disbursements of wages to labourers under Mahatma Gandhi National Rural Employment Guarantee Act by Post Offices' - reg.
38. No. 4-5/2013-Pension, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001, Dated 13-3-2013. **Subject :** Revision of pension of pre-2006 pensioners - regarding.
39. No. 1563/2013, Office of the Senior Inspector, Shivaji Park Police Station, Mumbai-400028, Dated 23-2-2013. **Subject :** Order u/s 160 of The Code of Criminal Procedure requiring attendance. **Ref.:** Shivaji park Police Station C.R. No. 50/2013 u/s 379, 465, 467, 471, 171(d) r/w 120 (B) of the IPC.
40. No. 3-1/2013-Bld., Dated 13-2-2013, Government of India, Ministry of Communications & IT, Department of Posts, (Estates Division), Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Revision of rates of damages for unauthorized occupation of General Pool residential accommodation w.e.f 1-1-2013- Implementation of these rates in Postal Pool quarters also.

## श्रद्धांजलि

24 अक्टूबर 2013 की शाम हमारे CHQ का पत्र लेखन करानेवाले तथा कुशाग्र बुद्धि श्री एल.बी. गुरव सर का उम्र के 82 साल में छोटी से बीमारी के कारण निधन हुआ। उनके अंतिम संस्कार में उपस्थित होकर उनके घरवालों को सांत्वना प्रदान की तथा उनकी आत्मा की शांति के लिए ईश्वर से प्रार्थना की। उनके निधन से न सिर्फ उनके परिवार का बल्कि CHQ फेडरेशन को बहुत नुकसान पहुंचा है। FNPO/NUPE के संघर्ष में उन्होंने जो योगदान किया उसको मैं कभी नहीं भुला सकता। उनकी अचानक मृत्यु ने हम सभी को गहरे शोक में डाल दिया है। उनकी कमी हमेशा खलती रहेगी।

- टी.एन. रहाटे  
जनरल सेक्रेटरी

## CHQ Notes

- 6th CPC के अनुसार वेतन श्रेणी लागू होने के बाद जो भी (त्रुटियां/कमियां) अनॉमोलिस है उस पर चर्चा करने हेतु सेंट्रल गवर्नमेंट ने कर्मचारियों के लिए अनॉमोलिस कमेटी की स्थापना की है और डिपार्टमेंटल अनॉमोलिस कमेटी की भी स्थापना हुई है। चर्चा जारी है। करीबन सभी आदेश कर्मचारियों के हित में पारित करवाये हैं। **प्रमोटी (Postman & PA MACP) की चर्चा चल रही है। इसका निर्णय भी कर्मचारियों के हित में लाने की उम्मीद है।**
  - पोस्टमैन/MTS के भर्ती के आदेश आये हैं। 2009 से 2012 तक की कुछ पोस्ट भरी गयी हैं लेकिन प्रश्न पत्रिका बहुत ही कठिन होने के कारण GDS/MTS की परीक्षा 2% कर्मचारी भी उत्तीर्ण नहीं कर पाये इसलिए संगठन ने मांग की है एक सरल प्रश्न पत्रिका द्वारा GDS/MTS की परीक्षा दुबारा ली जाये जिससे भर्ती प्रक्रिया में विलंब न हो। सारी भर्ती प्रक्रिया और डायरेक्ट भर्ती प्रक्रिया भी 30 जून, 2013 तक पूरी करवाना है। GDS को लोकल लेवल पर पोस्टमैन/MTS परीक्षा के लिए प्रशिक्षण देने के आदेश डिवीजनल सेक्रेटरी व सर्कल ऑफिस बेर को दिया जाये।
  - प्रमोटी ग्रुप डी, पोस्टमैन/पोस्टमैन और PA/SA का प्रमोशन से 3rd MACP नहीं मिल रहा है। NUPE Postmen & Group 'D' की ओर से Postmen and Group 'D' MTS के बारे में जो भी अनॉमोलिस हमारे ध्यान में लायी गयी हैं उन्हें सेक्रेटरी जनरल के पास भेज दिया गया है। जो भी कमियां सामने आयी हैं उन्हें FNPO की ओर से डिपार्टमेंटल अनॉमोलिस कमेटी के सामने रखा गया है और उस पर चर्चा करने के बाद सेंट्रल गवर्नमेंट कर्मचारियों की अनॉमोलिस कमेटी के सामने स्टॉफ साइड की ओर से सेक्रेटरी स्टॉफ साइड NJCM को FNPO से भेजा गया है। और हमारा संगठन NUPE Postmen and Group 'D' MTS की ओर से भी भेजा गया है। DOPT से आये आदेशानुसार यदि एक ही GP में प्रमोशन होगा तो उनको इंक्रिमेंट देना है। आदेश की प्रति अहमदाबाद CWC की रिपोर्ट में पृष्ठ नं. 45 पर दी गयी है।
- NUPE Postmen की website दिनांक 26-02-09 से शुरू हुई है। उसमें पोस्टल डिपार्टमेंट की सारी जानकारियां दी गयी हैं। और New में latest News की जानकारी दी जाती है। आपको पूरी जानकारी, नये समाचार, नये आदेश की प्रति वेबसाइट में Latest News में मिलेगी। आप वेबसाइट खुलवाकर जानकारी हासिल कर सकते हैं। हमारी वेबसाइट website: [www.nupepostmen.org](http://www.nupepostmen.org) या [www.nupepostmenp4.blogspot.com](http://www.nupepostmenp4.blogspot.com) डायरेक्ट ओपन करके जानकारियां हासिल करें या फिर संपर्क साधने के लिए email : [tnrahate@yahoo.com](mailto:tnrahate@yahoo.com) पर अपनी मेल भेज सकते हैं। हमने वेबसाइट पर सारे आदेश की प्रतियां, पोस्टल प्रकाश व अन्य बहुत सी जानकारियां डाली हैं।
- डिवीजन/ब्रांच सेक्रेटरी CHQ/FNPO को कोटा नहीं भेज रहा है इसलिए CHQ चलाना बहुत ही मुश्किल हो रहा है इसलिए उनको सर्कल सेक्रेटरी की ओर से नोटिस भेजा जाए और डिवीजन की ट्रेड यूनियन फैसिलिटी को रोक लगाया जायेगा यह जानकारी डिवीजनल ब्रांच सेक्रेटरी को दिया जाये नहीं तो CHQ की ओर से सर्कल पदाधिकारियों को मिलनेवाली ट्रेड यूनियन सुविधाएं रोकवाने के लिए CPMG को लिखने के लिए बाध्य होना पड़ेगा।  
CHQ की ओर से CPMG और डिवीजन हेड को भी इस बारे में सूचित करने के लिए बाध्य होना पड़ेगा। सर्कल ऑफिस बेर को CHQ की ओर से जनरल सेक्रेटरी का मान्यता पत्र नहीं दिया जायेगा और डिवीजनल ऑफिस बेर लिस्ट को सर्कल यूनियन की ओर से मान्यता पत्र नहीं मिलेगा। कोटा नहीं मिलने तक ट्रेड यूनियन सुविधाएं रोकने के लिए FNPO को विवश होना पड़ेगा।  
इन सभी बातों की जानकारी स्थानीय भाषा में डिवीजनल/ब्रांच को या सर्कल CWC में दिया जाये और इसकी कार्रवाई अगर CWC के बाद भी सुधारी नहीं गयी तो इस CWC में रिजोलेशन के मुताबिक 1-4-2013 से कार्रवाई शुरू करनी थी। इस बारे में CWC मेंबर और सर्कल सेक्रेटरी को गंभीरता से सोचना पड़ेगा और कोटा CHQ/FNPO भेजने के लिए अपने सर्कल के डिवीजन/ब्रांच सचिव को सक्त निर्देश देना है।
- इस CWC में रिजोलेशन किया जाये और DG को लिखा जाये कि DDO से सर्कल कोटा, CHQ कोटा, फेडरेशन कोटा का हिस्सा अलग-अलग कर के DD या MO द्वारा भेजा जाये और रिकवरी मेंबर की लिस्ट डायरेक्ट भेजी जाये। इसका खर्चा यूनियन वहन करेगी।
- सरकार ने 7th CPC बिठाना का निर्णय लिया है। अपने CHQ की ओर से मेमोरेंडम भेजना है इसलिए आपके सुझाव व सूचनाएं अतिआवश्यक हैं। अतः आप सुझाव व सूचनाएं लिखित रूप में भेजें।

टी.एन. रहाटे  
जनरल सेक्रेटरी



## Vote of Thanks



Since last CWC of Ahmedabad, Gujarat till this day, CHQ and I myself have received valuable guidance and help from all the Office Bearers of CHQ, all Circle Secretaries and members of Advisory Committee, I offer my sincere thanks to them.

Now I, particularly thanks to all my CHQ colleagues as well as Shri D. Theagarajan, Secretary General, FNPO, Senior Leaders Shri B.M. Ghosh, Shri Gadgil Guruji, Shri Jagdish Sharma, Shri V.K. Mathur, Shri Ashok Sharma, Shri K.K. Kaushik, Shri R.N. Awate, Shri N.K. Naik, Shri Sharad More for their guidance and support in day to day functioning.

I also acknowledge the support of all CHQ Office Bearers and all Circle Secretaries and CHQ office who always cooperate me in taking decisions in the interest of the employees. I would also like to acknowledge the support of Circle Secretary, Maharashtra Shri K.S. Lamje and Delhi Circle Secretary Shri Ashok Sharma who has always helped me immensely in day-to-day functioning of the CHQ.

CHQ offers sincere thanks to Smt. Sunita Sharma of M/s Aman Laser Prints for the typesetting and printing of this CWC report and for the pre-printing work of Postal Prakash.

On this occasion I would like to pay tribute to Late Shri L.B. Gurav, who provided me immense help in drafting letters. I will never forget his valuable contribution in journey of FNPO/NUPE. He was one of the important pillar of FNPO/NUPE. His sudden demise has left all of in deep sorrow.

CHQ received the news of increase in membership of our Union. This has happened due to efforts made by all of you including Circle/Divisional Secretaries and their team of workers. CHQ salute to them all.

Once again CHQ offer thanks to all of you.

- T.N. Rahate  
(General Secretary)

## आभार

अपने संगठन की विगत अहमदाबाद में संपन्न हुई केंद्रीय कार्य समिति माह जून 2013 से आज तक के कार्यकाल में मुझे तथा CHQ को केंद्रीय कार्यकारिणी के सभी सम्मानीय सदस्यों ने जो सहयोग दिया मैं उनके प्रति आभार व्यक्त करता हूँ तथा सर्वश्री डी. त्यागराजनजी, सेक्रेटरी जनरल, FNPO, बी.एम. घोष, जगदीश शर्मा, वी.के. माथुर, अशोक शर्मा एवं के.के. कौशिक, दिल्ली, आर.एन. आवटे और एन.के. नाईक, मुंबई, गाडगील गुरुजी, मुंबई इन सभी महानुभावों ने जो सहयोग एवं मार्गदर्शन किया उन सभी के प्रति आभार व्यक्त करता हूँ।

इसी के साथ मैं सभी सर्कल सेक्रेटरी और सभी CHQ पदाधिकारियों सभी सर्कल सेक्रेटरियों का तहे दिल से आभार मानता हूँ जिन्होंने हमेशा मुझे अपनी ओर से पूरा सहयोग और प्रोत्साहन दिया है जिसकी वजह से मैं कर्मचारियों के हित में सही निर्णय ले सका। मैं खास तौर से सर्कल सचिव, महाराष्ट्र श्री के.एस. लामजे और दिल्ली सर्कल सचिव श्री अशोक शर्मा का भी आभार मानता हूँ जिनका मुझे निरंतर सहयोग मिलता रहा है।

मैं CHQ की तरफ से मेसर्स अमन लेजर प्रिंट्स की श्रीमती सुनीता शर्मा के प्रति भी आभार व्यक्त करना चाहूंगा जो CWC की रिपोर्ट की टाइपसेटिंग और छपाई के अलावा पोस्टल प्रकाश के प्री-प्रिंटिंग कार्य को करने में महत्वपूर्ण भूमिका निभा रही हैं।

इस अवसर पर मैं निजी तौर पर अपने वरिष्ठ साथी स्व. श्री एल.बी. गुरव सर की पुण्य स्मृति को नमन करता हूँ, जिन्होंने लंबे समय तक पत्र लेखन में संगठन का अमूल्य सहयोग किया। FNPO/NUPE के संघर्ष में उन्होंने जो योगदान किया उसको मैं कभी नहीं भुला सकता। उनकी अचानक मृत्यु ने हम सभी को गहरे शोक में डाल दिया है।

विगत अप्रैल 2013 माह में सदस्य संख्या बढ़ाने हेतु जो नये अथाराईजेशन फार्म भरकर सदस्यों को हमारे संगठन में जोड़ने का कार्य कर सदस्य संख्या में जो बढ़ोत्तरी की है उसके लिए मैं सभी सर्कल एवं डिवीजन के सभी सदस्यों एवं हर कार्यकर्ता को CHQ की ओर से हार्दिक धन्यवाद देता हूँ।

CHQ आप सभी सम्मानीय महानुभावों का बहुत आभारी है।

- टी.एन. रहाटे  
(जनरल सेक्रेटरी)