

MEMORANDUM (Part IV)

ON

SECTIONAL DEMANDS

**SUBMITTED TO
VIITH CENTRAL PAY COMMISSION
JULY 2014**

BY

T.N. RAHATE General Secretary
National Union of Postal Employees
Postmen and Group 'D'
(Affiliated to FNPO)
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NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN & GROUP-D
CENTRAL HEAD QUARTERS, DELHI-110 054

Ref. No. FEDERATION OF NATIONAL POSTAL ORGANISATIONS

Dalvi Sadan
Khurshid Square
Civil Lines, P & T Colony
Delhi - 110 054

Dated

Ref. No.: NU/P-IV/VIIth C.P.C./MEMO/15-16

Date : 22-07-2014

To,

The Chairman,
VIIth Central Pay Commission,
Post Box No. 4599, Hauz Khas Post Office
New Delhi-110016

Subject : Memorandum on Sectional Issues Relating to
(i) Postmen (ii) MTS & Allied Cadres

Respected Sir,

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

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

3. The National Union of Postal Employees, Postmen and MTS and All India Postal Employees Union, Postmen & MTS. Unions have jointly prepared the Memorandum enclosed herewith on the issues relating to Postmen, MTS and allied categories DSV, Postmen, Sorting Postmen, Head Postmen, Cash Overseer, Cheque Overseer, Mail Overseer, Head Postmen, Overseer Postmen & MTS of various categories working in the postal departments may be treated as part III.

4. The above Union has prepared the Memorandum enclosed here with on the issues relating to MTS, Postmen DSV & allied categories. Sorting Postmen, Head Postmen, Cash Overseer, Cheque Overseer, Mail Overseer, Head Postmen, Overseer Postmen & MTS of various categories MTS working in Foreign Post & working in the Postal Department may be treated as part IV.

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

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

Yours Faithfully

T. N. Rahate
General Secretary
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Postal Volumes for Reference

- i. P & T Man Vol. IV (Recruitment)
- ii. P & T Man Vol. V (for Postmen's Duties & MTS) & Addition 17 & 14 computer operations
- iii. P & T Man Vol. VI (for Postmen's Duties & MTS) Addition 17 & 14 computer operations
- iv. P & T Man Vol. VI (Village Postmen) & Addition 17 & 14 computer operations
- v. P. O. Guide- (Relevant Portion & clauses 37 to 47) & Addition 17 & 14 computer operations
- vi. Foreign Post Manual/Geneva International Convention.(fresh) & Addition 17 & 14 computer operations

FOREWORD

Subject : Proposal to be presented to the VIIth pay commission regarding pay scales of Postmen & MTS & allied cadres.

We would like to draw the attention of the Hon'ble chairman & members of the 7th CPC.

1. We have to point that while implementing the orders of fixation of pay intended by the 6th central pay commission, the administrative authorities at Postal Regional Office, Divisional Office & Circle Office made a mess & thereby staff has to suffer in huge recoveries in case of wrong fixation etc: till this date some cases are still not settled. The Union is compelled to knock the door of court of Law at own cost. In the anomaly committee many cases are still pending.
2. The Govt. is committed to provide basic service to common man at reasonable rate & the postal dept has to carry out this objective. The monopoly to operate postal service has been given to the India Post fulfilling the important aspects of the Govt. & total security in transmission. It provides services in every nook & corner of the country in plain, desert, tribal, hilly & remote localities highly developed as well as slum area.
3. It is fact that at the base of the above activities the prime & foremost employees are Postmen, MTS & Gramin Dak Sevak & other field staff. However it is noticed that no due & realistic care has been taken by the earlier Pay commissions.
4. All the previous Pay commissions observed that the duties of the Postmen/Mail Guard involve tact, initiative, **skill and a sense of responsibility**. In the Post Office Act Binding Rules exist and also in the Department of proceedings under CCS (CCA) Rules 1965. Department of Post has already enhanced entry point educational standard to **matriculation** and talented and energetic entry point educational in the cadre of Postmen. Due to vast unemployment and wide spread of education some youths are even well qualified upto graduation level. Hence, there is valid justification of granting higher scale of Pay than what has been recommended by the VIth pay commission. It is therefore, suggested that the Scales of Pay determined on the basis of wage parity scales of MTS and proper evaluation and equation be made while granting the basic scale of Pay to Postmen and corresponding increase in the Scale of MACP-I and MACP-II & MACP-III. In fact, the cadre of Postmen and MTS need five promotions, because their job is multifold. It is of a sorter, carrier, cash receiver, distributor, identifier and most importantly a true Postal representative. Some facts are detailed below to enable you to assess the issues concerning Postmen & MTS in wide spectrum at the same time keeping in view the future Indian Panorama. It is suggested that the minimum qualification for MTS Employee should be SSC passed and for the Postmen 10+2 Std.

5. **In reference to the MOF Resolution dt. 28 February 2014 it is envisaged that the Central Govt. Organizations are to be transformed into modern, professional and citizen friendly entities.** So, when the citizen is placed at the fore-front of the resolution, the most regular and common Government employee who comes in the frame is the Postmen and MTS. Further, it is also contended that importance may also be given to promoting efficiency and productivity with assimilation of technology and discipline. It is therefore, clear that the present technology is going to play a pivotal role in the postal organization. As such it is imperative to take into consideration the aspect that the present Postmen would be a person with required know-how of the technicalities specially, computer literature. Resultantly, the pay scales of the **POSTMEN** should commensurate with his **technical skill** & forecasted at level of UDC.
6. We would like to draw the attention of the VII Central Pay Commission, towards the policy of curtailment, withdrawal and squeezing of the existing Postal Services. All the Post Offices need extra staff which the Director General of Posts, who is also the Secretary of the Department of Posts in the Ministry of Communications and Chairman of Postal Service Board and what not, is unable to recruit on the grounds of austerity measures implemented in the **year 1984 and still in practice.**
7. **These post offices need extra staff which they cannot recruit on grounds of austerity measures implemented in 1993. Due to Screening Committee from 1999 many posts in postal have been reduced. (2/3 posts abolished every year and if the vacancies are not filled for one year and above the posts get liable to be abolished) by Vth CPC & TBOP and BCR given against matching saving. This should go. It is therefore essential that new recruitment would relieve the over-taxed existing staff.**
8. The basic policy adopted by the Central Govt. considering the period after VIth Central Pay Commission clearly indicates that the Government of India is in no mood to consider the **253 pending demands (anomalies)** of parity in wages of Central Government employees, No final solution offered till date.
9. **Day-by-day malls, complexes, multi-storey sky-scrapers are coming up in all the Indian cities classified under A-I-A, B etc. Though it may be conceded that the quantity of individual letters has come down yet there is no denying the fact that business communications, letters, magazines, periodicals, newspapers, small gift articles, telephone bills, LIC letters, ZMO, EMO, Mobile MO, Express Parcel etc. are ever increasing due to fast developments and spread of educational facilities all around.**

Both the organised and un-organised section of workers experienced during the period considerable erosion on the real wages. Administered prices rise of all essential commodities have perpetuated the erosion in real wages for which the workers are suffering a lot to maintain their daily livelihood. The new liberal policies and economic measures adopted and implemented tended to benefit more favourably placed section of the community.

10. The postal dept. is going to introduce various new schemes like address verification of voters for general election, stamp billing, IMO, EMO, Express parcel, EPP BNPL door and speed post and others articles pick-up services through Postmen. And address verification of Hutch, BSNL, Reliance and RPLI and PLI business through postmen and

village postmen and new schemes, Speed-Post, E-post, Logistic Posts, EPP, BPL, Fan Post, Media Post, Greeting Post, Direct Post Premium Post, Retail Post, Bill Post, Bill Mails Service, selling of coolers, calenders & to deliver prasadam packets, Franchise Post, Mutual Fund, Investment through Post of Reliance, SBI, UTI, Income-Tax Return Forms and various day-to-day new schemes are coming up in the Department. We have to work as a Big shop of Postal service.

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

MEMORANDUM

13. The Union of Postmen and MTS Staff which represents the below noted Postal Employees, expect that their Memorandum consisting the issues pertaining to the employees may be given proper consideration with definite recommendations to solve their demands. The posts and their numbers existing before VIth CPC 31-03-2005 and VIIth CPC 31-03-2014 are shown as under :

	31-03-2005	31-03-2014
	VIth CPC	VIIth CPC
1. Postmen	48682	44037
2. Sorting Postmen		
Head Postmen		
Overseer Postmen	7540	6391
Cash Overseers		
Mail Overseers		
3. MTS Cadre		
Packer		
Mail Peon		
Letter Box Peon		
Messenger		
Runner		
Orderly	14653	11083

Daftary
Peon
Jamaadar
Sweeper
Farash
Waterman
Chowkidar

**Wage Parity with Public Sector Units
Common Categories of MTS Officials
MTS and Postmen Officials & allied cadres**

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

Regarding upgradation of Pay scales of the MTS Employees and Postmen the earlier. These lots of Postmen and MTS have been totally overlooked for upgradation. The known facts are that in other Central Government enterprises, three tier upgradation is available to the MTS employees. The Union demand Postmen & MTS should also voice for such **Five tier up gradation.**

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

DEMANDS OF NUPE PIV UNION TO VIITH CPC

- 1) **Multi Task Staff-:** After implementation of recommendation of VIth CPC MTS staff allotted 14 additional computer handling duties those are being performed by PA/SA. MTS staff is doing those duties the copies of orders are enclosed here with. Court has ordered Foreign Post Group 'D' MTS IVth CPC scale 735-12=871=14-1025 Vth CPC scale 3050-75=3950-80-4590 & VIth CPC scale with grade pay Rs. 1900/- copies of orders are enclosed here with. Union therefore request the Hon'ble Chairman & Members of VIIth CPC that Postal MTS staff may be recommended GP-2000 with up gradation of VIIth CPC as VIth CPC recommended GP 1800. Previously educational standard was 4th Std & 8th Std now it is SSC pass. VIIth CPC should keep the same for MTS but for compassionate appointments. Widow, Son/ Daughter Non SSC may be allowed.

- 2) **Postmen-:** VIth CPC kept education qualification for Postmen as SSC pass but allotted 17 additional computer handling duties of PA/SA cadre for Postmen copies of orders are enclosed here with. Now Postmen are working on computer, for listing & scanning of delivery sheets etc. Near future postmen has to work full fledged computer work. They may be entrusted to effect delivery through 2 wheeler & even 4 wheeler. Not only that postmen in near future will be ordered to effect delivery of money order on mobile to work on internet & laptop to give information to customer. Vth CPC recommended 3050-75-3950-80-4590 to central Govt. car driver. VIth CPC upgraded with GP 2400. Union demand that due to change in the nature of duties of Postmen i.e. car driving, computer working at par with PA/SA & for that they must possess technical knowledge & when for MTS education std fixed as SSC pass, for Postmen it should be 10+2 (HSC) as VIth CPC GP 2000 Union demand that it should be upgraded by VIIth CPC as GP 2400 & as per VIth CPC GP should be 2400/- & then upgraded taking into consideration the nature of work of driving & computer & educational qualification 10+2(HSC).

OTHER DEMANDS

- 1) Postmen are after 1st MACP or 2nd MACP automatically promoted to the grade of PA/SA. 50% quota of PA/SA may be filled by automatic promotion by giving training to postmen as stated above. Union suggests that promotion through examination may be converted into automatic promotion.

As the MTS staff is already doing the computer work entrusted to Postmen cadre so also the postmen are performing all the duties of PA/SA.

- 2) MTS, Postmen, PA/SA & LSG PA all are in PB I, only difference of grade pay is there & MTS are getting increase in GP at IInd MACP. Union demand that 50% promotion from MTS to Postmen may please be recommended 7th CPC to recommend it at 1st MACP or 2nd MACP automatic promotion from MTS to Postmen.
- 3) Sorting postmen post may be recommended as **promotional post & scale of S/A** with GP 2400 as per VIth CPC be allowed, as after 1st MACP GP 2400 only post is to be treated as SA, in fact work of SA is already being performed by sorting postmen. The post of dispatch PA & delivery PA may be converted in **sorting postmen** cadre, as those duties are being performed by sorting postmen at present.
- 4) **Overseer/ Head postmen posts may be treated as promotional post.** They are performing duties of checking of remarks on undelivered articles of ordinary & registered mails. To verify the addresses, to arrange postmen beats daily, to make window delivery of all accountable articles. Union requests that VIIth CPC may treat this post as promotional post with GP 2800 according to VIth CPC it is of LSG PA & after 2nd MACP it is already there for us. Union therefore request to treat this post as **promotional post**.
- 5) **Cash Overseer/ Mail Overseer-:** Taking into consideration the nature of duty & responsibility of these posts should be treated as **promotional post** work of cash conveyance to offices & banks, post offices done by them, is the duties of SDI/ ASP.

Previously GDS BPM were of 8th Std. pass, now SSC is the minimum qualification for GDS BPM. Mail Overseer has to inspect the branch office, more over 100 to 150 BO's are under jurisdiction of one mail Overseer & that too in remote area, forest & terrorist area also. Taking into consideration the responsibility & supervisory work of BO's, this post may be treated as promotional post with VIth CPC **GP 4200** which they are getting after 3rd MACP. Those promotion may be given to the postmen those got 2nd or 3rd MACP.

- 6) Postal department PA cadre are **getting 3 months induction training**. Union observed that MTS & Postmen staff are being retired as MTS & Postmen only; though they are getting financial up gradation by department but not getting any benefit of their experience & not getting promotion. Union has already demanded for **automatic promotion**, now we are placing one different demand to the VIIth CPC.

After 5 year service MTS/Postmen staff should be given **training in 3 parts** computer, departmental ruling & work procedure. After successful training they should be given **non functioning grade promotion** & those promottee staff, the post of sorting postmen, cash Overseer, mail Overseer may be filled on promotion.

- 7) Compassionate appointment 5% is very low it should be enhanced up to 25%, if the vacant post are not available they may be recruited with minimum scale of pay 4440-7440 GP 1300 & according to their educational standard duties may be assigned. Union requests

that at par with railway; after death while on service a dependent of deceased may be given appointment. If the vacant posts are not available, the dependent may be appointed on minimum scale of pay & after 3 years after passing confirmation examination or as per his education standard to the post entitled may be posted as postmen PA/SA or after 5 years of service on minimum scale of pay; may be promoted to the next post entitled.

- 8) Child Care Leave may also be allowed to **male employees** with some conditions those are deemed fit.
- 9) i) VIth CPC recommended education allowance is not sufficient at this stage. Union demands it should be enhanced to Rs. 36000/- per child per year.
- ii) At present up to 10+2 std education allowance is admissible. Union demands that this allowance should be paid up to Degree, standard to enable children of postmen, MTS to get higher education. Secondly the children studying for engineering/polytechnic or higher education may be given education allowance of Rs 36000/- tuition fees per year per child. At present hostel fees is Rs. 36000/- per year we demand 1,08,000/- per year per child put forth by Union with chairman & members of VIIth CPC.

Sir, now a day's & in future there will be no difference between the working pattern of PA/SA cadre & postmen duties, on the other hand postmen is having over workload & responsibilities than PA/SA.

Without any protection or security postmen are working outside office, in VIP localities with vast populated area to poor localities slums, red alert area. They have to serve with laptop, mobile, internet for work of delivery of mails ordinary & register. To effect payment of money orders, to collect & credit cash in bank & post offices & also to serve door to door delivery to addressee.

- 10) Present scheme of CGHS may be continued to Central Govt Employees & in addition to that every employee may be covered with mediclaim policy of maximum Rs 10,00,000/- or as per employees demand the minimum contribution of mediclaim policy may be deducted from monthly salary at par with contribution of CGHS.

Because at present staff is not getting good treatment from these CGHS hospital. Those CGHS doctors are straightaway directing the employees to Govt hospital for treatment, thereby employees & family members are not getting proper treatment. Moreover they are facing difficulties to get their medical claim sanctioned from postal administration.

Due to accident even on duty if any employee is admitted in hospital due to serious attack, medical bills are not being sanctioned for one or another query.

Union requests that to proceed on **medical leave**. The medical **unfit certificate** from MBBS medical officer of any private clinic may be allowed.

- 11) Central Govt. are not having any cadre below MTS.

But in postal department **2,68,000 Gramin Dak Sevak** are working on hourly basis. Remuneration up to 5 hours is maximum. But in fact they are working up to 8 hours & even more than that.

Union demands that all GDS may be given **TSCL group D cadre** of scale of 4440-7440 with grade pay 1300 for 8 hours duty to every GDS.

- 12) TBOP BCR & ACPI & II financial up gradation being allowed after 16-26 years & 12-24 continuous service. Whereas MACP service promotion allow after 10-20-30 in entire service due to this promotee MTS & Postmen staff are in great loss.

Union demand that MACP is financial up gradation & in one cadre after 10-20-30 year service MACP financial up gradation should be given.

MTS & Postmen cadre is not having any automatic promotion & therefore this financial up gradation is allotted after continuous 10 years service allowed them this MACP financial up gradation. Therefore Union demands that MACP should be given cadre wise 10-20-30.

- 13) The posts of delivery & despatch PA for Postman cadre - The posts of delivery & despatch PA may be allowed to postman cadre, as they are at present full fledged working in delivery & mail branch of post offices. This work is related to RMS & there is no post office dealing in this work. Therefore the demand for allotment of delivery & despatch PA may be considered.
- 14) All kit items & Uniform to make cash payment - The Uniform & kit items are not being supplied periodically due to various reasons & poor quality item of kit are provided. Therefore Union demand that for all kit items & Uniform to make cash payment.
- 15) Postman OTA - For additional performance of extra postman full beat may be enumerated by paying one day minimum basic pay, pay band + GP that is $\text{Rs. } 8460 \div 30 = \text{Rs } 282$ as per 6th CPC rate if beat served by 2 postman as divided beat the amount should be equally distributed.

• • •

Enclosed : Annexure A to F

PART IV

CHAPTER I

SECTIONAL PROBLEMS/DEMANDS

INDIA POST MTS

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

1. MTS CATEGORIES

Postal Department employees viz. **sweepers, chowkidars, waterman, Farash, Night Guard, Mazdoor, Gateman, Mali, Watchman** and others MTS in India Postal Departments).

The VIth Pay Commission has granted basic pay of BP Rs. 5200-20200 GP- 1800 for the MTS which is not justified MTS perform the duty for 8 to 12 hours a day.

After implementation of sixth pay commission, there were 14 categories of computer work duties entrusted to MTS officials. These duties actually belong to **Postal assistant/ Sorting assistant** cadre as per procedures and rules but arbitrarily those are attached to MTS officials without minute consideration to upgrade their basic pay and perquisites in that order.

The matter of non-consideration of proportionate fixation of pay for MTS commensuration to the gravities and priorities of their duties came before Delhi High Court, vide **WP No. 3225 / 2007 in O.A. No. 164/2005** in the matter of **Dharam Singh & Others**. This Union had already provided the copy of the judgment **dated 29.07.2012** to the Hon'ble Secretary, Department of Posts, New Delhi.

EARLIER SCALES OF PAY FOR GROUP 'D' NOW MTS

735-12 = 871 = 14-1025 - 4th Pay Commission

3050-75 = 3950-80 = 4590 - 5th Pay Commission

5200-20200 GP 1900 - 6th pay commission

IMPLEMENTATION OF COURT'S JUDGEMENT IN CASE OF MTS CADRE IN FOREIGN POST ESTABLISHMENT

The Grade pay of Rs. 1900/- has already been given to MTS of Foreign Posts by Sixth Pay Commission. As per Court Order 6th CPC GP 1900. **Union demand 7th CPC**

should up grade GP 2000 & then recommend new pay scale be given to all the officials of India post MTS cadre irrespective of the facts where they may be deployed.

EDUCATIONAL QUALIFICATION:-

Earlier the educational qualifications were that of 4th Standard to 8th Standard. The sixth pay commission had enhanced the minimum required qualifications to the 10th Standard or **S.S.C. matriculation**. Union requests that there is no justification for enhancing minimum educational qualifications for MTS officials and hence this may be adopted by Seventh Pay Commission mutatis - mutandis.

- 1.01 Similarly, Sweepers and Farash also make the cleaning, scavenging of toilets, keep the health of staff immune from virus by keeping the departmental premises clean and tidy & 14 computer works duties at par with PA & SA they have to handle electric/ electronic cleaning machine vacuum cooler etc.
- 1.02 The gardener attached to the PO is not a person to be neglected. In modern era, the surroundings of the office give impetus to human energy and increases the vigour and vitality of the office inmates. As such the gardeners who remain at work for more than prescribed duty of 8 hours should also be looked with concern and care & 14 computer works duties at par with PA & SA & other works.
- 1.03 The night guard or watchman whose duty stretches beyond 8 hours i.e. up to 12 hours is also a person for careful consideration. The night guard/watchman is not provided with any meaningful weapon to guard or for **self-defence and not even a lathi**. The person who guards the office having substantial securities, cash and valuables factually does the work akin to a **policeman (CPO Constable)**. Though he is deprived of any lethal weapon for safety and security, yet he performs his duty in the night/day sacrificing his health. In modern times when burglary, explosions, night theft etc. have become unpredictable occurrences, the services of the watchman/night guard have become indispensable and hence their pay may be fixed in that order. **Vith Pay Commission has fixed at Rs. 5200-20200 GP - 1800 (PB-1) this should be up graded by 7th CPC as 5200-20200 GP 2000**. We demand new pay scale 15600-60600 GP 6000.
- 1.04 Waterman serves drinking water to staff from table to table.
- 1.05 The mazdoor category of the employees have to load and unload mail-bags ranging from 20 kgs to 50 kgs and above by head-load at the exchange point of mails.

The duties prescribed by the Department in the P&T manual if reasonably measured by the commission, this Union expects that the MTS should be treated as skilled cadre, the Union demands that as recommended by 6th CPC scale 5200-20200 GP 1800. This should be up graded by 7th CPC as Rs 5200-20200 GP 2000. We demand new pay scale 15600-60600 GP 6000.

2. MTS MAIL PEONS

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

- 1.06 MTS Mail Peons are employed in Post Offices situated at or near railway stations where there are no mail office for the purpose of conveying mails from and to the Railway Station, exchanging bags with R.M.S. and clearing letter boxes located at Railway Station: They are being supplied postage stamps for sale to the public. A mail peon should be able to recognize the bags made over to him and to check the numbers of bag entered in the mail lists. He will be solely responsible for the numbers and condition of the weighty mail bags received by him from the Post Office, R.M.S. Mail Contractors or from other mail carriers. Bags containing return-train mails will be made over to the mail peon under receipt by Railway Mail Service (RMS) sections with the original and duplicate copies of mail list. On arrival of the train, to which the mails are to be delivered, the mail peon should hand them over with the original and duplicate mail list to the Head Sorter of the Section to which they are addressed and the later will return the duplicate copy of the mail list duly received by the mail peon, who will make it over to the mail department for record.
- 1.07 A MTS Mail Peon who performs either registration or delivery work or both will be supplied with a copy of the Post Pocket Guide for his personal use. He must be careful not to loose the book and while giving over the charge, must make it over to the official by whom he is relieved.
- 1.08 The MTS Mail Peon must be present at the platform with the mails at least ten minutes before the arrival of the train by which they are to be conveyed. If there is letter box to be cleared by him at the railway station, he will clear it and dispose of its contents in accordance with the instructions given to him by the Postmaster.
- 1.09 If a Service Telegram for dispatch is made over to the mail peon by the official-in-charge of a section, the Mail Peon should acknowledge receipt of it on the third copy and present both copies of the message that will be made over to him as soon as possible at the Railway Station for dispatch. The will retain the original and return to the mail peon the duplicate, duly receipted, which on return to the local post office, he should make it over to the Postmaster for record.
- 1.10 The MTS Mail Peon should keep a book (Form MS-28) in which he should note the late arrival of trains, instance in which the mails miss that train and all other irregularities connected with the receipt or dispatch of mails & 14 computer works at par with PA/SA.
- 1.11 A MTS Mail Peon, specially authorized in this behalf by the Superintendent may receive articles of the letter mail tendered at the Railway Station by Railway Officials and others for registration and grant receipts to the senders in the same manner as a village Postmen. For this purpose, he will be supplied with a book of receipts in the form prescribed for Village Postmen.

- 1.12 Articles registered by the Mail Peon should be made over when he returns to the Post Office to the registration clerk. The receipts/ or the senders, detached from the registered journal, will be given to the Mail Peon in exchange for the articles and he should paste these receipts to the corresponding counterfoils in his book or receipts.
- 1.13 MTS Van Mail Peons are not employed in the duty of exchanging mails with the Railway Mail Service, their services may be utilized in the post office as packers and outside on delivery work.

The duties prescribed by the Department in the P&T Manual & 14 computer works at par with PA/SA if reasonably measured by the Commission, this Union expects that the Mail Peon should be treated as 'skilled' cadre, and so, the Union demands as recommended by 6th CPC pay scale Rs 5200-20200 GP 1800. This should be up graded by 7th CPC as Rs 5200-20200 GP 2000 & we demand new pay scale 15600-60600 GP 6000.

3. MTS LETTER BOX PEON

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

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

Letter Box Peons, employed in Post Offices that have town, sub or branch offices attached to them, may be employed in addition to their other duties, in conveying mails up to end of the town/sub or branch offices. Their services may also be utilised as Packers. They have to work in all seasons to avoid damage to articles & to perform 14 computer work at par with PA/SA. The commission may appreciate the nature, degree of punctuality and responsibilities involved in the duties of a Letter Box Peon. **The Union demands, it cannot be treated as simple semiskilled sedentary type of worker. He deserves to be ranked as 'skilled' worker & as recommended by 6th CPC pay scale Rs 5200-20200 GP 1800 this should be up graded by 7th CPC as Rs 5200-20200 GP 2000 & we demand new pay scale 15600-60600 GP 6000.**

4. MTS TRANSIT MAIL PEON (MAIL ATTENDANT)

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

- 1.15 The present Transit Mail Peon lines are gradually getting converted into Mail Guard Lines under Railway Mail Service. The serving Transit Mail Peons should be treated at

par with the Mail Guards for the purpose of rates of Pay and Compensation for stay at out stations and hours of duty, etc. In the P&T Departmental Council (JCM), an agreement was signed and orders issued to the effect of upgrading Van Peons to the equal grade of Mail Guard & he has to perform 14 computer works at par with PA/SA. This category of staff may also be upgraded on the similar pattern. This category required literacy, accuracy and experience with full devotion to be termed as 'Skilled' workers & **as recommended by 6th CPC pay scale Rs 5200-20200 GP 1800 this should be upgraded by 7th CPC as Rs 5200-20200 GP 2000 & we demand new pay scale 15600-60600 GP 6000.**

5. POST OFFICE MTS

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

- 1.16
- (i) Handling of mail bags, carrying mail bags from mail carrier to office & vice-versa.
 - (ii) Opening of Letter bags and stamping of articles by hand and stamp cancelling machine.
 - (iii) Carrying bags for distribution from Branch wise i.e. Delivery Branches Parcel Delivery Department, Regn Delivery Dept, Speed Delivery Dept, MO and demand Mail Duty Dept.
 - (iv) Help for opening of Parcel bags, Speed Bags, Regd. Bags, letter bags and business mails.
 - (v) Help for facing ordinary mail.
 - (vi) Stamping of articles received for office posting.
 - (vii) Help for closing of bags PL & Regd., L Bags, Speed Bags, Bulk Bags
 - (viii) Help to SB Branch, handling binders, carries binders from almirahs to SB Counter & SB Counter to almirahs stocking the binders neatly.
 - (ix) Stamping of vouchers.
 - (x) Binding of Vouchers
 - (xi) Stitching of vouchers etc.
 - (x) Sealing of Bags and insured letters and parcels. Though the smoke emanated from the sealing wax is deadly injurious to the health of human beings.
 - (xi) Changing of all types of stamps and cleaning of stamps.
 - (xii) Post Office MTS is operating stamp cancellation machine, Xerox machine, franking machine. The work being performed is technical work in nature & 14 computer work at par with PA & SA Post Office MTS are actually behind every operation of the Post Office. The assistance provided by these officials helps in

closing abstracts. Accounts of all the internal branches/be it Saving Bank, MO Paid/Issue, Registration, Delivery etc. The duties are prescribed in Rule 735 & 736 of Chapter 13, P & T Manual. Volume IV which may be taken into consideration to have a de-facto assessment of their work. Considering the value and importance of the Job of MTS & 14 computer job works & other works, they should be termed **as skilled workers & as recommended by 6th CPC pay scale Rs 5200-20200 GP 1800 this should be up graded by 7th CPC as Rs 5200-20200 GP 2000** & we demand new pay scale 15600-60600 GP 6000.

MTS PACKERS OF FOREIGN POST

1.17 PACKERS IN FOREIGN POST OFFICES

- 1) All over the country of India, there are four major Foreign Post offices located at Kolkata, Mumbai, Chennai and Delhi with some other Sub Foreign Post Offices in the State Capitals like Jaipur, Ahmedabad etc. The establishment & strength of Packer staff in these Foreign Post Offices with administrative control is given below:

Name of City	Staff Strength (Packers)	Administrative Control
Kolkata	110	S.F.POST
Mumbai	140	DIRECTOR
Chennai	75	PMG
Delhi	83	Director

- 1.18 We are dealing with the packers employed by the Postal Department to work in the Foreign Post Offices dealing in the exchange of Insured Parcels. Insured letters, Letter and registered Post with about **152** countries who are the members of the '**Universal Postal Union**'. The rules applicable throughout the International Postal Service are to be strictly observed in exchange of service between the above member countries of the world.

- 1.19 The work of the packers of the Foreign Post Office is comparatively more responsible, peculiar, risky and involves a particular skill. The work relate to opening of parcels and letters for the purpose of Customs examination. **Due care had to be taken not to damage any fragile item contained in the parcel/letter.** The said articles are found to contain many precious as well as dangerous materials. They may contain precious stones, acids, medicines and other obnoxious and toxic materials which are harmful and injurious to health. The contents after the Customs examination is over are to be repacked in their original form and place as neatly as possible. **The packers have had to seal the articles after having been examined** by the Customs. So, the packers come in contact with the sealing wax. The smoke emanated from the sealing wax is deadly injurious to the health of human beings. A survey of health shows that the percentage of the packers working in the vicinity of the sealing wax is alarmingly high to the tune of 80 to 90%. Many of

them become victims of T.B. (Lung Tuberculosis) and other irreversible ailments like cancer and asthma. Increase in reservation of cots and medical expenditure for these unfortunate victims of circumstances is a dire need of an hour. So, the packers of the Foreign Post are to be treated on higher footings and the issue has been rightly appreciated by the Hon'ble Supreme Court of India, while rejecting finally **the contention of the respondents against the packers in the SLP No. 535/88 in the OA No. 2724/ of 1992 of CAT Principal Bench, New Delhi.**

- 1.20 The pay scale of the packers of the Foreign Post needs to be placed in the revised scale & as recommended by 6th CPC pay scale Rs 5200-20200 GP 1800 this should be up graded by 7th CPC as Rs 5200-20200 GP 2000 & we demand new pay scale 15600-60600 GP 6000.
- 1.21 The Commission may further examine the Rule 37 (page 43), Rule 47 (page 49) of PO Guide and several more rules prescribed for special make up and packing of Foreign Post Articles given in Foreign Post Manual & 14 computer work additional duties The job of a MTS in the Foreign Post required skill above the 'semiskilled' worker & as recommended by 6th CPC pay scale Rs 5200-20200 GP 1800 but high court order GP 1900 this should be up graded by 7th CPC as Rs 5200-20200 GP 2000 & we demand new pay scale 15600-60600 GP 6000 & MACP 2400 new scale 15600-60600 GP 7200. MACP II 2800 new scale 15600-60600 GP 8400. MACP III 4200 new scale 27900-1,04,400 GP 12600. **We demand 5 promotions in total service to the Foreign Post Office MTS and an element of Risk Allowance for handling articles which affect and injure the health of the officials on the job.**

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

MTS IN THE POSTAL STORE DEPOT

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

- 1.22 (i) Postal Store Depot MTS are operating printing machine, xerox machine, cutting machine, canvas bags cleaning machine and stitching machine. This job (work) is technical work.
- (ii) PSD MTS while working in Mail Van supplies the valuable stationery and kit items, computer extras to SPOs, POs, HPOs and printing press to PSD. This work is equals to the grade of Mail guards.
- (iii) Closing the valuable stationery bags and sealing the bags and hanging the name labels.
- (iv) Loading and unloading work, of above noted materials.
- (v) The smoke emanated from the bag cleaning work is deadly and injurious to the health of human beings.

The MTS in Postal Stock/Store/Stamp Depots are to assist and help in all aspects of the functions of the Depots. They are required to stock and also help in supply of typewriters, copying and operating other machines, locks, bags, forms, books etc stationery articles according to periodical and emergent indents. They are to store and help to supply furniture, maps, stamps, seals, scales, letter boxes, badges, acme boards, notice sign boards, sealing stoves, time pieces, carpets, hand-carts, safes and several other materials and supply of kit items (uniforms) & 14 computer work additional duties. Post Office solely depends upon the Postal Store Depots for running the office smoothly. We suggest that the MTS working in Postal Store Depots should have a ranking higher than that skilled worker with a Basic scale of pay & **as recommended by 6th CPC pay scale Rs 5200-20200 GP 1800 this should be up graded by 7th CPC as Rs 5200-20200 GP 2000** & we demand new pay scale 15600-60600 GP 6000.

MTS AND OTHER MTS OFFICIALS

WORKING IN RETURNED LETTER OFFICES

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

- 1.23 The MTS officials working in Returned Letter Offices (RLOs) handle the letters in utmost secrecy. In their dealing, they come across articles containing goods prohibited from postal transactions. We suggest the MTS officials of the RLOs be placed a little higher than skilled worker with a Basic pay scale & **as recommended by 6th CPC pay scale Rs 5200-20200 GP 1800 this should be up graded by 7th CPC as Rs 5200-20200 GP 2000** & we demand new pay scale 15600-60600 GP 6000.

ORDERLY MTS OF ASPOs/IPOs RESTORATION OF POSTS

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

- 1.24 Orderly MTS were usually attached with the Offices of the Assistant Superintendent of Post Offices and Inspector of Post Offices. They used to work under the Supervision of Assistant Supdt. of POs (ASPOs). These posts were inter-changeable with the other operative MTS Officials. The IPOs and ASPOs Association has already submitted the demand for restoration of the posts of Orderly Peons. We also demand the restoration of the posts of Orderly Peons. We suggest a Basic pay scale & **as recommended by 6th CPC pay scale Rs 5200-20200 GP 1800 this should be up graded by 7th CPC as Rs 5200-20200 GP 2000** & we demand new pay scale 15600-60600 GP 6000.

DAFTARY

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

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

- 1.25 The following items of duties are to be performed by the Daftaries of Postal Store Depots:

- (i) To collect forms, publications, articles etc. in different godowns as indicated in the picker's diary/invoices, etc. by the Supply Clerks after noting the quantity collected in the records of respective stock branch.
- (ii) To count the forms/publications/articles, etc. at the time of collection from different godowns.
- (iii) To supervise the work done by the MTS for removal of stores to the respective go down and preparation/closing of bags of forms, articles and sending thereof and also opening of closed bags received from outside officers.
- (iv) To write down the names of the offices of destination and to affix the office stamp on the tag label to be tied at the necks of the bags to be dispatched for identification.
- (v) To make over form bags prepared to the forwarding section with the help of the packers.
- (vi) To count the forms/publications, articles, etc. at the time of verifications.
- (vii) To maintain the files and put up files to the clerks, as and when required.
- (viii) To count forms, articles when delivered or received.

- 1.26 Besides these, there are also various types of miscellaneous items of work which are required to be performed by the MTS Daftaries as and when required. We suggest, in view of the facts narrated above, a Basic scale of Pay **as recommended by 6th CPC pay scale Rs 5200-20200 GP 2400 this should be up graded by 7th CPC as Rs 5200-20200 GP 2400 & we demand new pay scale 15600-60600 GP 7200 to Daftary.**

- 1.27 Selection Grade Daftary should be placed in the Basic pay scale **as recommended by 6th CPC pay scale Rs 5200-20200 GP 2400 this should be up graded by 7th CPC as Rs 5200-20200 GP 2800** & we demand new pay scale 15600-60600 GP 8400 to Daftary.

CARPENTERS AND PAINTERS

- 1.28 Carpenters and Painters are directly recruited with technical qualification. Now this is a dying cadre as after retirement no recruitment on this post are being made. Due to opening of stamp, stationery box containing IPOs & NSC by unqualified persons there is loss of stationery. Union requests that the recruitment on this post may be recommended. The Commission may examine in details the question of the fixation of scale of Pay of Carpenters and Painters in the Postal department. These isolated categories of staff have been all along denied a proper scale of pay by the previous Pay Commissions. We earnestly demand a Basic scale of pay to these artisans **as recommended by 6th CPC pay scale Rs 5200-20200 GP 2000 this should be up graded by 7th CPC as Rs 5200-20200 GP 2400** & we demand new pay scale 15600-60600 GP 7200.

FORM SUPPLIERS

- 1.29 Form Suppliers are to climb the racks about 8 feet above and locate various kinds of forms. He has to count lakhs of forms during daily routine of his job. As there is a general combination of duties between Daftary and Form Suppliers in the Postal Store Depots, we suggest a Basic scale of pay **as recommended by 6th CPC pay scale Rs 5200-20200 GP 1800 this should be up graded by 7th CPC as Rs 5200-20200 GP 2000** & we demand new pay scale **15600-60600 GP 6000**. The existing MACP promotional outlets should also be thrown open to the above categories of staff.

CHAPTER II

DUTIES AND RESPONSIBILITIES

In so far as the Postmen's cadre is concerned, the sixth pay commission had determined it as S.S.C. matriculation. It can be seen that there are 17 computer duties now entrusted to the Postmen which as a matter of rule and procedure belong to the P.A./S.A. cadre. The orders wherein these 17 duties are enumerated are issued by Dept. of Posts vide Memo No. 24-20/2008-P.E.I. dated 25.11.2008. This copy is marked as Exhibit 'A' and is enclosed for ready reference. .

ADDITIONAL DUTIES DELEGATED TO POSTMEN

- 2.01 (i) Postmen are supposed to make data entry in various modules (POSTMEN, SPEEDNET of Meghdoot Software for all the various mail-articles entrusted to them for delivery.
- Postmen are supposed to utilize or operate scanner machine for purposes of delivery. In nearest future period, all the postmen would have to work on computer. In view of spread of larger concentration areas in their delivery - beats, the Postmen would have to drive motor-cycle or even four wheeler.
- Postmen would have to do delivery of money-order online by using their mobile phones. At the same time, the duties of provision of information to customers through internets by using laptop will also have to be performed.

CENTRAL GOVT. DEPARTMENT'S CAR DRIVER

- 2.02 **Vth Pay Commission:** Car driver was given a pay scale having with initial (starting) pay-scale of Rs. 4000/-. His pay scale was upgraded by 6th Pay commission and a grade pay of Rs. 2400/- was given. Thus car driver's demands have been met but Postmen's demands are not yet met.
- 2.03 The nature of duties of Postmen had drastically changed from that of a traditional postmen who was only supposed to make delivery of ordinary & accountable articles at the doorstep of the customers. Since the present day postmen will have to drive a two wheeler or a car for delivery purposes, his duties now also include the duties of that of a car driver and hence in the ensuing environment, he is supposed to possess technical knowledge, i.e. knowledge of driving & important components of the four-wheeler's engine & minimum knowledge regarding routine maintenance of the vehicle.

- 2.04 Postmen thus deserve their up gradation practically, and morally from their Grade Pay of Rs. 2000/- as recommended by sixth pay commission should be up graded as Rs 2400 by 7th CPC.

Thus the ensuing job of driving **scooter/ Motor cycle/car**, the ensuing duties of data entry of letter-mail, speed-mail articles in the computer, operating laptop, communicating with customers regarding arrival of speed-post article or money-order and upgraded qualification of HSC are all such factors which identify postmen as a backbone for the departmental job sector and justifies fully the up gradation in pay-scale and grade pay as demanded by the Union.

OTHER DEMANDS

- 2.05 Promotional Avenues for Postmen: At present the postmen are being promoted to the cadre of Sorting Postmen, Head Postmen, Cash Overseer, Mail Overseer etc. which is nothing more than an addition of one or two annual increments. Hence this Union demands that after first MACP or second MACP, automatic promotion be made in P.A. /S.A. cadre. The ratio of vacancies occurring in P.A. /S.A. cadre be reckoned & 50 percent quota of accumulated vacancies in a calendar year be earmarked for Postmen to be promoted to P.A./S.A. cadre. This new system is necessary because a new scale of pay is to be determined for Postmen. The postmen are now supposed to do data entry work of mail / SP Post articles everyday which is absolutely equivalent to the work of P.A. /S.A.S. Postmen are now supposed to operate computer for aforesaid work. Hence the necessary training for computer operations be imparted to the **MACP I & II Postmen staff and 50 percent quota** for their promotion to P.A. /S.A. cadre be earmarked for Postmen. The reasons are that there are MTS, Postmen and PA& LSG PA in PAY BAND ONE. The only difference is that of Grade Pay. This difference of G.P. is being made available to Postmen only at the time of their first MACP or second MACP. Since the determination of pay-scale is a rare opportunity in ensuing seventh Pay Commission's solicited report, my Union demands that the Postmen cadre which had been neglected in the past, & who deserve most in the new order of duties proposed for them, the demands made herein are absolutely justified.
- 2.06 MTS, postmen, P.A., S.A., LSG P.A. etc. are those cadres which are put under P.B.-I. The difference between these cadres is of Grade Pay only. The G.P. is being given at the time of second MACP. Hence a scheme of AUTOMATIC PROMOTION to P.A. /S.A. cadre be recommended and in order to accommodate those newly proposed promotees, 50 percent of vacancies in P.A. /S.A. cadre be earmarked so as to accommodate them smoothly. For MTS also, there should be a new scheme of AUTOMATIC PROMOTION and in this scheme, MACP I& II MTS official be promoted to the cadre of Postmen automatically on the basis of seniority-cum-fitness. The quota of vacancies in Postmen cadre be earmarked to the extent of 50% so as to accommodate MTS officials in Postmen's cadre. These provisions of NEW AUTOMATIC PROMOTION be made by 7th Pay Commission.

(1) POSTMEN

- 2.07 It is a known fact that the **Postmen** is placed in Group C cadre equivalent to the UDC. If the Postal Assistant gets initial start at GP Rs. 2400/- then the Postmen ought to have got initial start at GP Rs. 2400/- by virtue of his status. But this did not happen. Nevertheless, in the VIIth Pay Commission it should have been ensured that the Postmen gets basic start (VIIth CPC) of GP Rs. 2400/- equivalent to **UDC grade. It is also proposed to upgrade the educational qualification as 10+2 Passed.**

Postmen, the symbol of dedication and honesty

- (i) At the inauguration of the Sesquicentennial Celebrations of India Posts, our Hon'ble Former President of India Dr. A.P.J. Abdul Kalam stated that "Post office is an institution. Postmen have knowledge of the village and they have a lasting relationship with the people. The core strength of the offices lies in its connectivity to each and every village and the personal knowledge of the Postmen of every house in the village".
- (ii) In the said meeting our Hon'ble Former Prime Minister of India Dr. Manmohan Singh, after releasing a Commemorative Coin to mark the 150th year of India Posts stated inter alia:
- (iii) "The urge to communicate is a basic human instinct driven by a desire to keep in touch with one's loved one's. This is the major reason why sending and receiving mail has been centered in our lives and why the Post office and the Postmen have been dear to everyone's heart..... . Novels have been written, poems and songs composed and movies made about the Postman..... ."
- (iv) Thus, the Postman is the symbol of hard work, affection, dedication, commitment to humanism and efficiency, simplicity, honesty, devotion etc. and they are the pillars of the organization. They are the liaison officers between the common public and the Department (as a Communicator). As a visible symbol with their relativeness among the public.
- (v) The cadre of Postmen has been designated as "Brand Ambassador" of the Department of Post as they played a vital role on the success of Project Arrow Plan of the Department.
- (vi) It is most apt to mention that the Social Audit Panel headed by Justice Shri P. N. Bhagawati in its report appealed to the Government to allow freedom and flexibility to the Postal Department so that it could restructure itself and establish its operative competency. It is further stated that the Postal Services Board should be renamed as 'Postal Board' and be accorded the same status as the Railway Board or Telecom Commission. For the independent planning, practicing and progress, it is the dire need to grant functional autonomy and financial independence to the Postal department so that it would be able to decide its own personnel policies and expansion plan.

- (vii) According to the Annual Report for 2011-12 of the Department of Posts, the mails are collected from 5,62,075 letter boxes and these mails are processed by a network of 390 RMS offices. The Department of Posts is handling 637.18 crore articles, including 19.11 crore registered articles. It is handling 698.65 lakh of Money Orders amounting to Rs. 10201.49 crore. All these core activities and primary duties are being carried out by Group 'D'/Postmen employees.
- (viii) Whatever is the new schemes, the Department desired to implement, the postmen as the linkage and the promoting personnel of such activities with Department, public and customers. The Postmen are promoted and practicing the slogan of 'Service before Self and rendering' selfless service to the department and the public at large.

Denial & Deprivation in the last Pay Commissions

- (ix) It is most pertinent to mention that all the previous Pay Commissions observed that the duties of the postmen involved tact, initiative, skill and sense of responsibility. But they have not recommended higher scale of pay on the plea that the minimum educational qualification fixed for Postmen was only 8th Standard.
- (x) Despite the fact that the Department itself in its memorandum submitted to the 5th Central Pay Commission has stated that consequent upon the upgradation of minimum educational qualification for postmen as matriculation there is every justification to grant higher pay scale to Postmen but to the dismay that this has not been conceded by the 5th Pay Commission and they have been accorded with lesser Pay while comparing their counterparts in other Departments.
- (xi) However, this has been set right by the Sixth Pay Commission, but compared with Constables. Thereafter, there are several new works entrusted to postmen. Now, they have to perform the duties of Postal Assistant also. They must acquire computer knowledge and engaged in the computer operations for issue and taking returns of articles entrusted for delivery.
- (xii) It is a known fact that the Postmen is placed in Group C cadre equivalent to the UDC. If the Postal Assistant gets initial start at GP Rs. 2400/- then the Postmen ought to have got initial start at GP Rs. 2400/- by virtue of his status. But this did not happen. Nevertheless, in the VIIth Pay Commission it should have been ensured that the Postmen gets basic start (VIIth CPC) of GP Rs. 2400/- equivalent to UDC grade. It is also proposed to upgrade the educational qualification as 10+2 Passed.

2.08 In the recent past and earlier also postmen are educationally and adequately qualified. Their nature of work is as under-

- (i) On attending duty the Postmen arranges the letter en-route his beat, he also sorts and lists his beat letters just as Sorting Assistant does. So the nature of his work is akin to the work of **Sorting Assistant**.
- (ii) After arranging beat letters and after collecting the Parcels Speed Post Letters, for delivery and collecting MO's for payment "he carries the total weight of minimum 10 to 20 kg or even more to destinations. In the process of delivery he has to step

up and down in many buildings with several wings and arms. **Thus he performs the additional Postal work of coolies.**

- (iii) **The Postmen has to move in beat locality comprising of numerous types of people, good, bad or worst persons are to be met with.**
While in the process of delivery, he bears the responsibility of identifying proper person while making the payment of EMO, IMO delivery of passport. Insured Regd. articles, Speed Post Letter etc. In fact, identification is an exclusive job of Public Relation Inspector (Postal) in the Postal Assistant's cadre which is done by the Postmen.
- (iv) Postmen has to carry with him cash of MO and VPL. Insured letters etc. while on delivery beat. He has to move in different types of localities distantly placed with no escort or security. Now a days the movement of a person in cities as well as in its suburbs, without the security have not only became risky but at times fatal also. Thus the Postmen has to guard first the Govt Securities and then his life. So the **Postmen functions as a Security guard** also which is **an additional work.**
- (v) He has to maintain accurate account of MO cash, VPL Cash, unpaid cash and stationery cash. The said exact account is made over to the cashier/Treasurer of the office. In a sense he is also a mini cashier/treasurer, **which is Postal Assistant cadre.**
- (vi) He has to list the articles meant for delivery which include Speed Post, MO, Regd. Letter all types of accountable article. At times the listing is computerised. **The work is akin to PA's work.**
- (vii) Postmen also **pick up letters** and other postal items from the office/residences of the public for booking in the office. So also he gives similar service for Speed Post Letter, Telephone Bills and others. These items of work are similar to Postal **Assistant's work**
- (viii) In the mofussil areas the Postmen fetches business of RPLI, PLI and UTI Reliance Factually opening of SB, RD accounts the work relates to **Postal Assistant cadre & DOPLI or PRI (P).**
- (ix) Postmen: Preparation of Registered Letters List.
- (x) Postmen: Preparation of Incentive, OTA bills.
- (xi) **In future, the postmen would be required to be literate in computer operation and application.**
- (xii) **Post Office is required to inform the customer about the status of his MO, Speed Post articles, regd. articles parcels etc. by electronic device.**
- (xiii) While in the beat the Postmen is proposed to do the pick-up services. The relevant information on this count is required to be feeded in the computer as the **postmen is earmarked for the said job.**

- 2.09 The Postmen of the Department not only does the job of delivery of various types of mails including Express Mails, EMS and other important articles. He also carries out the survey of Data collection, distribution of survey. Feed back and other official items in all kinds of hot, cold & rainy weather. It is life risk while travelling on the job which is arduous one. The Postmen in all respect equals the duty of Head constable of Police who is better placed than the expectations of the Postmen Staff.
- 2.10 As Postal Assistant is an indoor Group C i.e. clerk, and hence the **Postmen may be treated as outdoor delivery clerk in Group C cadre (UDC)**.
- 2.11 The Postmen serves the Dept. throughout in all seasons i.e. winter, summer or rainy. He has to move through posh/polluted and perilous localities while discharging his duties. In a span of 8 hours, he performs the work of three different types of persons. The overall nature of the work he performs is 90% of UDC clerical work and 10% of Postmen Delivery Carrier. Taking all these factors into account the 6th Pay Commission is urged to approve basic pay of the Postmen at GP Rs. 2400/- justifiably. For PAs recruitment and confirmation 10+2 + Computer knowledge is must and passing of confirmation **exam**. However, these conditions are not taken into account for further promotion. Besides, the postmen has to perform PA's work. Postal Assistant has to do single sided work at a time. Therefore the demand of the Union is that his basic pay should be GP Rs. 2400/- which will perfectly match equivalent to his work and in proportion to the basic pay of the Postal Assistant i.e. GP Rs. 2400/- as decided earlier by the VIth Pay Commission.
After VIth CPC the educational qualification of MTS is SSC Passed. We demand 10+2 for postmen from open market direct recruitment to justify our demand of higher pay scale to postmen.
- 2.12 The previous five pay Commissions dismissed the claim of the Postmen for a better scale of pay on the plea of the minimum educational qualification, for recruitment of the Postmen, was prescribed as Middle Pass (English Standard). **The Fourth Central Pay Commission** has enhanced this and made a pass in Matriculation or its equivalent for recruitment as a Postmen with a depressed scale of Pay of Rs. 825-1200 and called it an improved scale of pay. Their claim is far away from the reality. **The Fourth Central Pay Commission** ignored the evidences of the Staff Side and accepted the deposition of the Official Side. The Fifth Central Pay Commission also ignored the gravity of service rendered by the Postmen. VIth CPC has given some justice. It is hoped that the VII Central Pay Commission will consider the issue and **do fair Justice to this cadre**.
- 2.13 With all fairness, it can be said that the scale of pay proposed by the 5th Central Pay Commission was not an improved Scale and the cadre was not treated in the category of 'Skilled' work men. Several times the Union sponsored through JCM (Departmental Council), a case demanding re-classification of Postmen to 'that of skilled workers and the scale of pay should be fixed at par with a Lower Division Clerk. But nothing has been achieved so far. Knowledge of rules is a must to Postmen cadre and they must treat themselves bound to P&T Manual Volume IV, VI and VII and several others P&T Guide Books. If they fail to adhere to those rules on the plea of ignorance, that cannot be considered and punishment will be imposed on them due to dereliction of duty.

Moreover, some special features of work hazards, skill Initiative, responsibility and personal risks are also involved in Postmen's day to day functioning & now a days he has to function with all **advance technology/ electronics instruments like computer, internet, laptop etc.**

- (i) The delivery of articles to the addresses is the final act of Postmen outside the Post Office. Sometimes letters are inadequately or wrongly addressed, the correct delivery of those articles mainly depends upon the skill, knowledge and effectiveness of the Postmen. The Postmen are responsible for the correct and final disposal of all articles entrusted to them for delivery. His personal supervision and checking of error if not corrected at appropriate time may result in wrong delivery of articles causing loss to the department. The delivery of Postal Article is a hard task of Postmen's work .in the places of criss-cross streets, blocks of flats, houses, office premises, multi-storeyed buildings, hazardous. Many houses are there which are similar in name and style and the inmates.
- (ii) Before effecting delivery of registered articles, money orders, insured letters, etc. require a careful check, accuracy and detailed knowledge not only of instructions but also actual persons at each address. The addressee must be known as permanent resident of the written address to the Postmen.

2.14 The performance of delivery of Postal articles by the Postmen should not be underestimated. Facing all hazards of life and risking every time. Postmen are functioning as executors, operators, clerks, supervisors and postmasters in a function of characteristics attached to the posts outside the post office and in these routine performances, they have earned the faith and confidence of the members of the public at large for the benefit of the postal services. The reputation earned by the postal services in post independent era is virtually because of the hard work put in by postmen.

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

Book of receipts for intimations / notices delivered

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

- (1) Intimations relating to insured articles.
- (2) Intimations relating to VP Articles exceeding Rs. 500/- in value.
- (3) Notices relating to Money Orders, payable to planters.
- (4) Notices relating to articles the contents of which have been damaged or appear to be contraband.

- (5) Intimations relating to registered articles and money orders for residents at hotels, clubs, etc.

And

- (6) Intimations relating to parcels, weighing above 5kgs.

- 2.16 The Postmen must himself write the name and address of the addressee or payee in the appropriate column and should deliver the intimations and notices with the receipts and acknowledgments in the case of insured articles and the acknowledgment and coupons in the case of money orders to the addresses and payees, whose signatures should be taken in the book against the entries concerned.
- 2.17 In the case higher value insured articles, which has to be delivered at the window of the Post Office, when the Postmen delivers the addressee's receipts the acknowledgment and the intimation to the addressee, he should ask the addressee to sign the addressee's receipt in form RP-31 or RP-1, as the case may be, in his presence who will endorse on the back to the effect that the addressee has signed the receipt in his presence.

INSTRUCTIONS FOR DELIVERY

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

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

REALISATION OF POSTAGE BEFORE DELIVERY

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

ADDITIONAL DUTIES AND RESPONSIBILITIES

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

RESPONSIBILITY FOR CORRECT DELIVERY OF ARTICLES & PAYMENT OF MONEY ORDERS

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

same procedure should be followed, but the witness in whose presence delivery is made must also be able to identify the addressee.

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

RETURN OF UNDELIVERED ARTICLES

- 2.29 Postmen are required to return to the clerks concerned, at the hour fixed by the Overseer Postmaster, all the articles that they have been unable to deliver. A Postmen may be in no circumstances keep the articles in his possession for more than twenty-four hours. When a paid unregistered article or a registered article of the letter or parcel mail or a money order entered in the Postmen's Book (M27) is brought back undelivered or unpaid, a remark stating why it was not delivered or paid should be written briefly but legibly on the address side by the Postmen who should also note under his dated initials the number of the article and copy the remarks in his book or on the delivery slip. If there are reasonable grounds for thinking that a return article can be delivered at the next delivery, it may, after examination, be handed back to the Postmen.

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

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

PAYMENT OF POSTAGE AND SUMS REALISED FROM THE ADDRESSES

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

PENALTIES FOR DETAINING ARTICLES

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

PENALTIES FOR NEGLIGENCE OF DUTY

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

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

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

- 2.34 On the basis of all the materials submitted by us, the VIIth CPC, we expect, would classify the duties of Postmen in addition he is now handling **computer, internet, laptop**, etc we urge should make an independent assessment taking all the factors into consideration and then recommend a scale of pay justifiably at a level of a **skilled**

worker. It is to be borne in mind that the Postmen is categorized in Group C category. Consequently, he is entitled to get appropriate pay scale commensurate with his category. In Group C category there are **three linear scales** of Pay i.e. LDC, Time Scale Clerk & UDC. Naturally, the Postmen may be placed in the said two categories for up gradation of Pay. So, the Postmen's Pay Scale should be devised for up gradation from Time Scale Clerk to UDC with admissible allowance. **We suggest a Basic scale of Pay as recommended by VIth CPC pay scale Rs.5200-20200 GP 2000. This should be upgraded by VII CPC as Rs.5200-20200 GP 2400 & we demand new pay scale 15600-60600 GP 7200.**

(1) Village Postmen

- 2.35 The Postman is the cutting edge of the Department of Posts. He represents the department in lanes and by lanes of this vast country and acts as a visible symbol of the Department of Posts in the mind of common man. The large majority of customers may not be visiting a post office regularly, but they do interact with a postman often. They primarily judge the quality of the service rendered by the Department by their performance of duties and he is the last man in the production process to hand over the end product to the Postal customer.
- 2.36 For a service organization like Department of Posts, he is not only a functionary but an image maker too. This area of activity, i.e. door to door delivery of Postal articles would necessarily be manual. This is so even in the developed countries like USA, UK and Australia too.
- 2.37 A Postman has to take decision to determine whether an accountable article has to be delivered to a particular person or not Considerable degree of trust operates between a postman and a customer. The postman has to be skillful in comprehending human behaviour, be discreet decent and also clever. The legal system of the country has also reposed great trust in him to the extent that the remarks given by a postman regarding the delivery or the reasons of non delivery of an article are taken as conclusive evidence in the court of law.
- 2.38 Village Postmen delivers goods and goes door-to-door for selling of stationery, PLI, RPLI opening of SB & RD accounts business and work. He picks up articles and booking of articles is done by him in absence of PA. Village Postmen does all types of work. He is now handling computer & internet.

In regard to the Village Postmen, no doubt the strength rapidly going down but the existing staff who are required to perform duties can be termed as 'Travelling Post Office'. The job of Village Postmen is very intricate and its full range can be known if the Chapter on Sub Accounts, printed in P&T Manual, Volume VI, Rules 649, 650, 650A, 651 652, 653, 654, 655, 656 and 657 are read carefully. We have not reproduced these rules and expect the Commission would obtain the relevant information from the official sources. **We suggest a Basic scale of Pay as recommended by VIth CPC pay scale Rs.5200-20200 GP 2000. This should be upgraded by VII CPC as Rs.5200-20200 GP 2400 & we demand new pay scale 15600-60600 GP 7200.**

(3) Stamp Vendors

2.39 This is an exclusive category in the Postal Dept. The individual is selected from amongst the postmen, qualified for the job. At times preference is also given to the deserving handicapped official. The nature of work done by the Stamp Vendor (Departmental) is of significant importance because it is one of the revenue earning sources. A Stamp Vendor is required to obtain the permissible postal stationery according to his status of bond from the treasury and arrange to sell it at the PO counter to the member of public. He is required to maintain the accurate account of sales of the postal stationery. The postage stamps are in various denominations.

So, the work of stamp vendor is like a Postal assistant in major part. He is now handling computer & internet. Any new scheme launched for revenue enhancement by the Govt, the SV has a major role to play as he is in direct contact with the member of Public at the Counter of PO. Looking at his nature of work it is suggested that his pay scale deserves to be drawn at the minimum of Rs. GP 2800/- with three promotions as suggested by us in respect of Postmen cadre. **We suggest a Basic scale to the postmen stamp vendor as recommended by VIth CPC pay scale Rs.5200-20200 GP 2000. This should be upgraded by VII CPC as Rs.5200-20200 GP 2400 & we demand new pay scale 15600-60600 GP 7200.**

(1) SORTING POSTMEN

2.40 Sorting Postmen's post at present is being given to those senior postmen and selection is being made on the basis of seniority-cum-fitness. My Union demands that the post of sorting Postmen be made a promotional post. The sorting postmen be given the scale of sorting assistant (S.A.) as per 6th Pay Commission's recommendations. They should be given G.P. of Rs. 2400/-. This G.P. of Rs. 2400/- is being given to sorting Postmen at present at the time of first MACPs. However the post of sorting postmen is not being treated as **promotional post**. Hence Union demands that this should be treated as a promotional post. All present, sorting postmen are doing the duties of sorting Assistant (S.A.) The posts of dispatch P.A. and Delivery P.A. be withdrawn completely from PA cadre and shall be given to sorting postmen's cadre. The reasons are that the job of dispatch PA and delivery P.A. at present is being performed by sorting postmen. They are now handling computer & internet also.

- (i) The Post of 'Sorting Postmen be redesignated as 'Beat Sorter'. He has to perform the duty of perfect sorting of letters with maximum speed to send postal articles for delivery according to scheduled timings. He has to leave home in early hours to resume his duty and stay in the office to perform split duties for which he has to incur extra expenditure due to additional trips on each spell of his duty.
- (ii) Normally, a Postmen in MACP functions as a **Sorting Postmen**. The sorting Postmen has to sort the articles, according to the beat wise, for total number of beats in the office. For this type of work he is required to read the address of the articles in full and if any erroneous address code number is noticed he has to ensure that the article goes to the correct beat postmen or the correct destination. In contrast the Sorting Assistant does only pin code wise sorting. So the work of sorting postmen

is equivalent to the work of the Sorting Assistant. The postmen is elevated as a sorting postmen after 10 years of service. So, he is entitled to get Rs. GP 2800/- basic like those of Sorting Assistant as envisaged in the VIIth Pay Commission.

- (iii) Sorting Postmen is required to possess the full knowledge of all the beat addresses in the jurisdiction of his PO. If any mis-sent article or mis-coded article is found by him in the process of sorting he is required to re-direct the article at the correct destination with minor corrections needed. In the process of sorting he is required to read full address for correct sorting. By continuous process of reading under variation of sun-light his eyes are strained and thus prone to be liable for eye-treatment. Sorting postmen post should be treated as promotional post & as recommended by VIth CPC MACP pay scale GP 2400. This should be upgraded by VIIth CPC MACP pay scale as 5200-20200 GP 2800. We demand new pay scale as 15600-60600 GP 8400.

5. DUTIES AND RESPONSIBILITIES OF OVERSEER / HEAD POSTMEN:-

2.41 These two posts known as OVERSEER and HEAD POSTMEN shall also be treated as a promotional post. The reasons are that the duties listed herein are attached to Overseer / Head Postmen

- (i) Check the remarks given by postmen on those articles of letter mail, parcel mail.
- (ii) To verify addresses on letters which may come back to undelivered.
- (iii) To arrange beats of Postmen
- (iv) To arrange substitute in case when regular postmen staff may be on C/L or spl. causal leave.
- (v) To make window delivery of Regd. Letters, Parcels, VPL, VPP
- (vi) To make payment of money-orders on window.
- (vii) To work on computer & internet.

All the aforesaid duties are of greater gravity of responsibilities and correctness & hence the demand is made to 7th CPC that the post of sorting postmen shall be directed as PROMOTIONAL POST independently. The G.P. of Rs. 2800/- is given to LSG PA as per 6th CPC. This GP of Rs. 2800/- shall be given to sorting Postmen. In second MACP sorting postmen are already getting GP of Rs. 2800/-. Hence the post deserves to be treated as PROMOTIONAL POST. **As recommended by VIth CPC MACP pay scale GPRs. 2800 this should be upgraded by VIIth CPC MACP GP 4200.**

CASH OVERSEER / MAIL OVERSEER

2.42 In case the duties delegated to the cash Overseer / mail Overseers and their responsibilities if taken into consideration minutely, their posts deserve to be treated as PROMOTIONAL POSTS. Since new NRIGS and Post Office Savings Bank are proposed to be introduced shortly, there would be frequent and daily duties of conveyances of to and fro cash. The excess cash collected at the new POSB Bank branches would also have to be conveyed to the Head Post Offices & from Head Post Offices, further cash conveyances are required to be made to the State Bank of India branches.

In fact, such heavy responsibility of conveyances of cash with or without police-escorts is delegated to IPOs/ASPOs but they never do their duties owing to their preoccupation in certain other categories of duties. Consequently cash Overseer / mail Overseers are presently doing those duties on everyday basis. They are now working on computer & internet.

Earlier GDS official's minimum qualifications were that of 8th Std. passed. Now GDS have been prescribed with an added qualification i.e. of S.S.C or equivalent status. However the new inductees in GDS do possess qualifications of Higher Secondary School Certificate examination, while there are many who are graduates in various faculties. Mail Overseer & The Overseer Postmen who are having qualifications of SSC or 10 + 2 (HSC) are supposed to examine and scrutinize the daily transaction of BOs. In case any mistake or a lacuna remains in such examination of B.O.s, Overseer are being held responsible and in this order, their duties are of immensely higher responsibilities. Moreover it can be seen that there are 100 to 150 B.Os. placed

2.43 Under the geographical jurisdiction of any one Mail Overseer out of which several are located in hilly, tribal & inaccessible areas. The areas inhabited by adiwasis or Naxalite areas or forest areas where ordinarily no one goes are also placed in his geographical jurisdiction. Thus Mail Overseers has to keep his life risk aside and has to carry on his duties even by walk. The responsibility of cash conveyance is also being done by them in those risky and inaccessible areas. In these perspectives of their duties & responsibilities, their post deserve to be directed as 'PROMOTIONAL POST'. They shall be given the scale of 6th CPC i.e. GP Rs. 4200/-. At present, they are getting the scale of Rs. GP 4200/- at the time of their third MACP. Therefore, this post shall be directed as a promotional post. The postal employee who has given promotion of 2nd or 3rd MACP shall be considered eligible for the said promotional post. As recommended by VIth CPC MACP GP 4200. This should be upgraded GP 4600.

2.44 The cadre of P.A. & S.A. are being imparted with industrial training at the time of their induction in the cadre. The MTS and Postmen cadres are being given the financial up gradation only but their cadre does not notice any change or up gradation in their status, until superannuation. The MTS & postmen are left to retirement in their parent cadre only & no higher grade is being given to them. They are being used as if they are the rotten or rogue cadre. The work is being entrusted to them often beyond their sphere of duties sent in not implementing their automatic promotion, their dignity is not being recognized. This tradition has been going on in the department of Posts and amounts to violation of their fundamental rights of absorption in higher grade or higher status. Endowing financial up gradation at their MACP does not mean their up gradation is status, rank or post, or designation. The department had never worked out any executive

plan or scheme about those situation in MTS or postmen cadre but there is almost a complete stagnation to their up gradation. In a democratic environment and in administrative machinery, they need to be treated at par with other cadres so as to endow them the protection of their human rights & fundamental rights.

Union therefore strongly demands that both MTS & postmen cadre be brought under the new scheme of AUTOMATIC PROMOTION.

NEW DEMAND

- 2.45 MTS & Postmen after having put in **five years of service**, shall be imparted with the computer and Rules training in three parts. This training shall be for operating computer systems combined with the knowledge of departmental rules, and procedures, and on completion of the said training, they shall be given a 'NON FUNCTIONING GRADE" promotion or NON FUNCTIONING GRADE. Further it is to clarify that all the posts of each Overseer, sorting postmen, Head Postmen's, Mail Overseer etc. shall be strictly filled in from non-functioning grade promotion. Union requests to implement this new scheme and fulfill one demand.

OVERSEER / HEAD POSTMEN/ CASH OVERSEER AND MAIL OVERSEER

- 2.46 The Overseer/Cash Overseer/Head Postmen/Mail Overseer are all senior officials. They have completed 30 years of sincere and obedient service to the Dept./Public Overseer is also a middle link between the PM/SPM and Postmen and MTS staff. Half of the office is managed by the Overseer. He makes the arrangement of the Postmen for different beats. Arrangement of MTS. At times he goes in the different beats for either correct delivery of the articles brought back with remarks, does the verification of address and also escorts the Public Relation Inspector (Postal) in conveying cash to and fro from the Office when the extra cash is needed for the payment. Thus the over-seer perform the part duties of those of SDI/ASP Hence, Overseer/Cash Overseer may be placed GP 4600 present, at they are getting the scale of Rs. 4200 GP at the time of their third MACP. Therefore, this post shall be directed as a promotional post. The postmen employee who has given promotion of 2nd or 3rd MACP shall be considered eligible for the said promotional post. As recommended by VIth CPC MACP GP 4200. This should be upgraded GP 4600.

5A. OVERSEER POSTMEN

- 2.47 The Overseer Postmen post is a promotional grade from Senior Postmen. They use to perform the nature of duties as like Public Relation Inspectors. He is to submit his diary of the work done during the day to the Postmaster. The Overseer Postmen are mainly entrusted to supervise and check the work of Postmen. He is also to verify the payment of certain percentage of money orders paid to the payees by the Postmen attached to Post Offices in his jurisdiction. Particulars of the money orders verified by him and the result of the verification should be recorded. Basic scale recommended by 6th CPC 3rd MACP scale GP 4200 this should be up graded GP 4600. Proposed Basic pay scale 27900-104400 GP 13800.

5B. HEAD POSTMEN

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

- (i) In the larger offices there are usually one or more Postmen designated as Head Postmen who are trusted with the duty of paying of TMOs and conveying money to and from the Treasury, Sub-Treasury or town Sub-Offices, Head Postmen may also be required to take out for delivery articles that have been returned by the other Postmen as unclaimed or refused and to take up the work of any Postmen who are temporarily absent.
- (ii) For the sake of greater security, a Head Postmen may be ordered by the Postmaster to accompany the Postmen to whom several insured articles or money orders of considerable aggregate value have been made over for delivery or payment.
- (iii) Head Postmen may be employed to make enquiries into minor complaints, verify payment of money orders and test the work of Postmen and letter box peons whom they can be spared for such purpose.

2.49 The post of Head Postmen is a promotional grade from senior most Postmen. He has to perform certain duties entailing check and supervision over the performance of Head Postmen. At present, they are getting the scale of Rs. GP 4200 /- at the time of their third MACP. Therefore, this post shall be directed as a promotional post. The postmen employee who has given promotion of 2nd or 3rd MACP shall be considered eligible for the said promotional post. As recommended by VIth CPC MACP GP 4200. This should be upgraded GP 4600.

CASH OVERSEER

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

The duties of Cash Overseer are very well defined in the Rules. The duties prescribed by the Department for Cash Overseers are detailed in Chapter 10 of P&T Manual Volume VI, Part III. We are reproducing only one Rule out of many which are relevant to the duties assigned to a Cash Overseer. The Commission may peruse the Rule 583-A of P&T Manual Volume VI, Part III, which reads as under. However, the Cash Overseer is excluded for payment of cash handling allowance. He is rightly entitled for the said allowance. His grade therefore be fixed in BCR at Rs. 5500/- because the cash Overseer perform, the duty which ought to have performed by the ASP cadre, At present, they are getting the scale of Rs. GP 4200 /- at the time of their third MACP. Therefore, this post shall be directed as a promotional post. The Postmen employee who has given promotion of 2nd or 3rd MACP shall be considered eligible for the said promotional post. As recommended by VIth CPC MACP GP 4200. This should be upgraded GP 4600.

LIMITS FOR REMITTANCES BY VARIOUS MODES OF CONVEYANCE

- 2.51 For remittances of cash by different modes of transport such as Railways, Motor Vehicles, Tongas, Boats, etc. the following (not quoted) limits should be considered normal. These limits can be increased where necessary, in consultation with the police authorities. The intention is that normally given limits apply unless the Head of the Circle has reason to believe that it will not be safe to entrust cash up to the limits or that conditions on the route are, such as to permit a higher limit. Ordinarily, consultation with the Police should be necessary only when it is proposed to go beyond the normal limits or prima facia there is reason to feel that due to any special circumstances such as the route going through thick jungle, dangerous area or a sparsely populated area, a lower limit may be fixed keeping in view the mode of transport used." Currently, MH, AP and other Circles Cash - Overseer are in **handling cash of many Lakhs of rupees without police escort. This is very risky work of Cash Overseer.**
- 2.52 The standards prescribed for creation of posts of Cash Overseers are left to the discretion of the Postmasters General. The standard thus prescribed by the Postmaster General, West Bengal Circle, reproduced below amply testify the nature of the work performed by the Cash Overseer.

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

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

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

Dated, the 19-2-81

Subject: Norms for sanction of posts of Cash Overseers

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

All the Cash Overseers (Head Office or Sub-office) will maintain log book in the proforma enclosed hereto for one month and submit statements in the proforma to the Divisional Superintendents. The log book should be maintained and proforma reports sent for a month except the month(s) and reason for posts of Cash Overseers re-sanctioned. The Divisional Supdt. will cause verification of the statements and log book maintained and assess the work hours. In Part I and II of the Statement R B, the cash cleared from/conveyed to the Town Offices by the Sorting Postmen/ Head Postmen/ Overseer Postmen should not be included. The cash conveyed with Police or other escorts should be taken as one trip irrespective of the amount .involved.'

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

(5-C) Overseers (Mail Overseers)

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

2.55 **Duties of Overseers:**

- (i) The Overseer is primarily responsible for the efficient working of the Mail Line or lines under his charge, but he may also, under the orders of the Head of Circle, be required to convey or escort remittances of cash between two offices either under a regular system or as occasion arises. He will be held personally responsible that the mails are conveyed at the prescribed rate of speed. He must constantly travel over his beat to supervise the beat workers and to satisfy that the proper numbers are always present at the different stages when the mail arrives. Where huts are provided for beat workers, the Overseer must see that they live in them and not in the neighboring villages and that where there are no hut at a stage, the beat workers must await the arrival of mail at some selected spots. Should an Overseer, at any time notice any damage to a telegraph line, the nature and position of the accident should be reported by him at once to the nearest post office. The Beat-men should be instructed to similarly report any damage noticed by them. Where the cash conveyance work is heavy, he should work on computer & internet. The Head of Circle may sanction Overseers exclusively for such work. They will be designated as Cash Overseers. It is, however, open to the Head of Circle to specify any other duties to be attended to in addition to Cash Conveyance.
- ii) Mail Overseer, performs inspection of 20 and more BOs SOs in a month. He has to travel long distance in the mofussil areas comprising of hills, rivers, raw roads with no facility of conveyance or escort. When he is delayed he has to take a shelter somewhere during night hours. If the mail Overseer dares to find and notify the errors to BPM/SPM of the local office he runs a risk of assault/attack by the locals. Specially, so in the remote localities as the locals are quite unaware of the Postal Rules and Regulations. However, the Mail Overseer is duty bound to furnish the inspection report to the SDI/ASP/SP/SSP So, the work of the Mail/ Overseer carries great importance. Mail Overseer In fact, should be paid not only TA/DA but also be given the MACP grade in the Rs. 4200 which may be given as 3rd Promotion. **We propose Basic pay scale of as recommended VIth CPC MACP GP 4200 this should be upgraded GP 4600. We demand new scale 27900-104400 GP 13800.**

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

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

(iv) MAIL OVERSEER'S BEAT

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

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

2.57 The categories of staff whose duties and responsibilities have been explained in the above paras are promoted from the cadre of Postmen and interchangeable periodically. They are at present placed in a most depressed scale of pay. We, therefore, suggest the pay scale of MACP-I 15600-60600 GP 8400 on the promotion after completion of 10 years and suggest the MACP-II after completion of 20 yrs of service 27900-104400 GP 12600 & after 30 years of service MACP-III pay scale 27900-104400 GP 13800. To the below noted categories:

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

Union demand that above those seven post holders should be granted special allowance at the rate of 10% basic pay at par like the post of care taker.

CONSERVANCY/SANITARY INSPECTORS/CARE TAKERS

- 2.58 These posts are filled up by selection from among the persons below the rank of the categories noted above. They should possess knowledge of English and the local Regional language of the Middle School Standard. Controlling capacity over MTS staff, capacity to look after the proper maintenance of the office buildings, garden, sanitation and knowledge of the firefighting equipment is judged by a Departmental Promotion Committee, consisting of Head of the Office and two gazetted officers. On selection, they will be placed on year's probation. We suggest the above categories may be given a proper ranking along with the posts viz. Sorting Postmen and allied cadres for the purpose of pay and allowances or the posts may be merged with the existing categories of staff, Sorting Postmen etc. and the line of advancement for promotion may be from the senior-most Postmen. Nevertheless, in the VIIth Pay Commission it should have been ensured that the Postmen gets basic start (VIIth CPC) of GP Rs. 2400/- equivalent to **UDC grade. It is also proposed to upgrade the educational qualification as 10+2 Passed.**

CHAPTER III

PROMOTION

PROMOTION

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

PROMOTION TO MTS CADRES

- 3.02 **At the age of 60 years, while still in service no automatic promotion is given to MTS cadre only MACP financial upgradation is granted.**

PROMOTIONS / FINANCIAL UPGRADATION TO MTS CADRES

- 3.03 The Packers **MTS** Officials are getting 1st MACP on completion of 10 years of service. 2nd MACP on completion of 20 years of service & after completion of 30 years service 3rd MACP is to be granted. This promotional scheme is not justifiable for Packers **MTS**, we are therefore proposing five promotions during one career without conditions. As regards the present scheme we emphatically demand extension of the same to the Packers.

MTS officials, the so called Common categories etc. Their pay scales in the revised scheme may be **GP Rs. 2400** on 1st promotion i.e. after 10 years of service, **GP Rs. 2800** on 2nd promotion i.e. after 20 years of service and **GP Rs. 4200** on 3rd promotion i.e. after 30 years service & retaining retirement age at 60 years. The Indian future panorama in fast changing economy may be kept in view. Union demand five (MACP) promotion to be granted in 60 years of service.

- 3.04 At one time of implementation of MTS Pay scale in Post Office under revised Pay Rule 1997 (VIth Pay Commission) the general semiskilled scale as 5200-20200 GP 1800 was granted. However, considering the nature of Job in case of **MTS** (skilled) and risk the responsibilities of post Office this scale. Should be same as 15600-60600 GP 6000 the corresponding to the higher scale the following scale must be granted the time of implementation of 7th Pay Commission.

- 3.05 Example of the MTS proposed Pay Scales are shown below for employees under MTS & Postmen Cadre in connection with Revised Pay scales to be granted by the 7th Pay Commission with effect from 1-1-2016.
- 3.06 It is proposed to Calculate the emoluments as under;

3. SKILLED MTS

- 3.07 PB1 At the time of implementation of MTS Pay scale in Post-office under revised Pay Rule-2006 (VIIth Pay Commission) the general semiskilled scale as Rs. 5200-20200 GP 1800 was granted. However, considering the nature of job in case of MTS PACKERS Skilled Category of Post Office the scale was enhanced as 5200-20200 GP-1900 by principal CAT and UP held on Supreme Court Division the pay scale 5200-20200 GP 1800 was granted to semi skilled .by 6th CPC So it is proposed to grant the corresponding pay scale of Rs 5200-20200 GP 2400 in case of MTS cadre at the time of implementation of 7th CPC as follows.

Scale of Pay (VIIth Pay Commission PB-1) : 5200-20200 GP 2000

- i) **1st Financial Up gradation** (Promotion) MTS Packer. Completion of 10 years of service.
Scale of Pay (VIIth Pay CPC PB-I) 5200-20200 GP 2400
- ii) **2nd Financial Up gradation** (2nd Promotion) MTS Packer. Completion of 20 years of service.
Scale of Pay (VIIth Pay CPC PB-I) Rs. 5200-20200 GP 2800
- iii) **3rd Financial Up gradation** (3rd Promotion) MTS Packer. Completion of 25 years of service.
Scale of Pay (VIIth Pay CPC PB-II) Rs. 9300-34800 GP 4200

PROMOTIONS / FINANCIAL UPGRADATION TO POSTMEN CADRES

- 3.08 **At the age of 60 years, while still in service no automatic promotion is given to Postmen cadre only MACP financial upgradation is granted.**
- 3.09 The Postmen in Post Office are being appointed with minimum qualification of Matriculation or Madhyamik proposed to be revised to 10+2= 12 Std. and they are skilled worker which was recommended by 6th Pay Commission. The pay scale 5200-20200 GP 2000 was granted to Time Scale Clerk. So it is proposed to grant the corresponding Pay Scale of Rs. 5200-20200 GP 2400 in case of Postmen Cadre at the time of implementation of 7th Pay Commission as follows:

Postmen Basic Scale of Pay (VIth Pay Commission PB-I) - Rs. 5200-20200 GP 2400.
Union Demand scale of pay 15600-60600 GP-7200.

- i) **1st Financial Up gradation** (Promotion) of Postmen Completion of 10 years service
Scale of Pay (VIth CPC PB-I) - Rs. 5200-20200 GP 2800 Union demands scale of pay 15600-60600 GP 8400.
- ii) **2nd Financial Up gradation** (Promotion) of Postmen Completion of 20 years of Service.
Scale of Pay (VIth CPC PB-II) Rs. 9300-34800 GP 4200 Union demands scale of pay 27900-104400 GP 12600.
- iii) **3rd Financial Up gradation** (Promotion) of Postmen Completion of 25 years of service.
Scale of Pay (VIth CPC PB-II) Rs. 9300-34800 GP 4600 Union demands scale of pay 27900-104400 GP 13800.

Union demand for **five MACP** promotion at the age of 60 years while still in service, same cadre.

CHAPTER IV

ALLOWANCES

(1) KIT ALLOWANCE/UNIFORM ALLOWANCE

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

- 4.07 **Supply of Uniforms:** Presently, two uniforms are supplied for two years. Since the colour and quality of the khaki Uniform supplied do not last long, there is a necessity to wash them twice a week. Resultantly, the Uniform gets torn and worn out within stipulated time. So, at least these uniforms including **pants, shirt, boots, socks, saris and petticoats** are necessary per year. The Postmen is a public figure so they should appear smart and tidy.
- 4.08 **Supply of Belt and Boots :** There is a need to up-keep a Postmen in all respect. So, a shabby Postmen with untidy wears does not appeal. If he is supplied with quality belts, socks and boots it will go a long way to upgrade the image of PO and also would fetch attractive revenue to the Government. Presently, chappals supplied to the Postmen and **MTS** are of inferior quality usable only in **non-rainy season**. So, if separate pairs for **rainy and dry seasons**, much economy would be achieved at supply time.
- 4.09 The rate of washing allowance is too meagre. The Federations, representing common categories, have demanded higher rate of washing allowance. We agree with their demand.
- 4.10 **Special Pay and Allowances:**
- (i) **Cash handling allowance** to the Postmen/Stamp Vendor: It is known that the Cashier/Treasurer in the PO is being paid cash handling allowance. However, the postmen who risks to move in vulnerable (presently all localities) with cash/securities is not paid any such amount. Compared to the situation and the security enjoyed by the Treasurer/Cashier in secured room, the Postmen's position is quite risky and vulnerable. So, the Union demands to pay cash-handling allowance to the Postmen handling the cash appropriate allowance to the Stamp Vendor. This Union demand **Rs. 900/-** per month.
 - (ii) **Risk Allowance to MTS handling Insured Articles:** The MTS working at the Insured Point have to be extra careful and cautious while handling insured items. He has to exercise extra care in seeking sealing and closing of bags. So, he is entitled for risk allowance. This Union demands **Rs. 750/-** per month.
 - (iii) **Machine operating allowance to MTS, doing the work of Xerox, Printing, Franking and Cutting Machine:** Since the MTS doing this job is supposed to know primary technicalities, he is to be considered for the said allowance. This Union demands **Rs. 750/-** per month
 - (iv) **Machine allowance to stamp vendor:** The Stamp Vendor, operates the Franking Machine which is a responsible job so a separate machine allowance be paid to the them. This Union demands **Rs. 900/-** per month.
 - (v) **Risk allowance to Cash Overseer:** The Cash Overseer handles the cash in lakhs from SO to BO from SO to Bank from HO to BO and SO and vice-versa without any guard. At times he has to withdraw the cash from the Bank and credit to the HO. So, he is entitled for the risk allowance. This Union demands **Rs. 1500/-** per month.

(vi) **Incharge Supervisory Allowance to Overseer & Head Overseer, Head Postmen and Mail Overseer:** The work responsibility of the overseer is more than PM. Overseer is a link between the PM and other P-III and MTS staff. Overseer has to maintain an even balance and justice between the PM and P-III and MTS staff. The staff in categories of Postmen, MTS, Stamp Vendor, Jamadar, Chowkidar are supervised and their arrangements made by the Overseer. Window delivery work and verification of non-delivery remarks are done by the Overseer. So, he is entitled for Supervisory Allowance. This Union demands **Rs. 1500/-** per month.

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

(3) OVERTIME ALLOWANCE

4.12 The Postmen should be made eligible for payment of OTA for the excess work performed during the working days. Any work beyond the prescribed 8 hours of duty should be compensated through payment of OTA at pay rate manner (hourly rates).

4.13 The Postmen who works on absentee beat in addition to his own beat should be compensated by way of excess work allowance as recommended by the OTA Committee. The relevant portion of the OTA Committee on payment of excess work allowance may be examined. The Postal Services Board may be asked to implement that recommendations

4.14 Postmen should be paid OTA at hourly rates if the delivery is sent out late and he is detained on this account. At present, OTA is paid to Postmen if the delivery is issued late due to late receipt of mails. The same yard-stick may be applied for late issue of Postal deliveries on other ground also.

4.15 Discrimination of OTA rates should be removed. The flat rate system which is in vogue in respect of certain categories of staff, in the Postal side should be replaced by OTA on the regular pay rate manner ie existing hourly rates paid to all other categories of staff. In all other countries, Postmen do get OTA for additional work.

OR

Postman OTA - for additional performance of extra postman full beat may be enumerated by paying one day minimum basic pay, pay band + GP that is $Rs. 8460 \div 30 = Rs 282$ as per 6th CPC rate if beat served by 2 postman as divided beat the amount should be equally distributed.

CHAPTER V

MISC

(1) T.A. RULES

- 5.01 i) The Mail and Cash Overseers, Village Postmen are denied Daily Allowance admissible to all others when they are called upon to go out of their HQs in discharge of their duties. They should be paid TA/DA & room rent at par with ASP/SDI when they stay out of their HQs in discharge of their duties.
- ii) **TA/DA to Mail Overseer:** The duty of the Mail Overseer is to visit the remote' and unconnected places by road in the rural areas. He is required to travel about 50 to 100 kms in rural areas where no transport facilities exists. He has to travel by private vehicles to the concerned BOs. During night time he has to take a stay at some suitable place and then proceed.

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

(2) LEAVE RESERVE

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

(3) POST OFFICE BUILDINGS

- 5.03 The Postmen staff suffers greatly due to lack of space for sitting in the so-called Delivery Halls. In 90% of the Post Office buildings, the Postmen are made to sit in verandahs. Rest rooms are not provided. The Outdoor staffs who return to the office after completion of hard duties are left to loiter outside the office during the split duty span. The Commission may go into these hardships and suitable measures may be proposed. Ladies staffs are not provided with basic amenities of toilet & Lavatory block. Union demands to avoid common toilet & bathroom at all level. The pay commission should specifically recommend the Govt. on this issue for remedies.

DEMAND ON VARIOUS TYPES OF ALLOWANCE FOR POSTMEN & MTS CADRE

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

1. Only Rs. 20 were granted by the IVth Pay Commission as cycle Allowance. The Postmen travel in their own cycle for delivery of articles. But they do not get any allowance or even they do not get any repairing charge of their own cycles. This Union demands Rs. 300/- per month as cycle allowance for Postmen in the VIIth Pay Commission.
2. **Conveyance Allowance for delivery of Speed Post articles were allowed previously.** At present no conveyance allowances are paid for delivery of Speed Post articles. It is quite impossible to move from one place to another for delivery of Speed Post articles for different addresses. This Union demands reasonable amount of conveyance allowance for delivery of Speed Post articles in the VIIth Pay Commission.
3. **Increase in stitching charges:** It cannot be disputed that the Postmen representing the PO amongst the public should look smart and impressive. The present normal stitching charges are Rs. 120-130/- per pant and Rs 75-85/- per shirt and Rs.100/- towards per blouse and a petticoat. So to achieve modernity in Uniform the stitching charges need to be increased to Rs 600/- for a pair of pant and shirt.
4. **Increase in Washing Allowance:** Since the Postmen has to move outside the office at times in polluted and murky environment, his clothes are more prone to dirt and dust. So, the Uniform of the Postmen needs to be washed and ironed every alternate day.
The primitive washing allowance is paid in today's environment where in the laundries do charge lucrative amount for washing clothes. If enough compensation is not given to the postmen it will be difficult for him to spend washing charges from his own pocket. Keeping the present tariffs into consideration i.e. Rs. 60 per occasion, this Union urges to increase washing allowance to Rs 600 per month.
The VIIth Pay Commission may kindly take these factors into account.

DEMAND ON COMMON PROBLEMS

1. **Increment:** yearly increments may be granted two times in a year for the period during January to June on 1st January & July to December on 1st July @ of 5% instead of 3%.
2. **Transport Allowance:** 15% Of Basic Pay + D.A in A1/ A cities & other places
10% of Basic Pay + D.A.

3. **LTC:** It has been decided that All India LTC facility may be allowed within a span of two calendar years instead of four years at present and Home Town Concession after a span of one calendar year instead of two years at present. AC III tier facility may be allowed.
4. **Medical Allowance:** It has been decided that medical facilities which are available under the Union demand **minimum Rs. 10 lacs mediclaim policy** for every employee department, Ministry of Communication shall be made available mutatis-mutandis, without making any distinction.
5. **Conveyance Allowance:** Rs. 400/- may be demanded as Conveyance allowance.
6. **House Rent Allowance (HRA):** 20% of Basic Pay may be demanded as minimum House Rent Allowance. Maximum 40% may be Granted instead of present 30%.
7. **Regarding Bonus:** It has been demanded that the ceiling of Bonus may be abolished & 1 month basic salary may be paid as bonus to every employee.
8. **Festival Advance:** Festival Advance may be increased to Rs. 10000/- instead of Rs. 3000/-
9. **Overtime Allowance:** Rate of OTA may be increased on hourly basis instead of fixed amount.
10. License Fee may be withdrawn in case of the residents of Government Quarters.
11. **Split Duty Allowance:** Split Duty allowance may be increased to Rs. 600/- instead of Rs 150/-
12. **The Post Office is lagging behind in other Fiscal Compensation:** Fiscal Compensation of HRA, TA and OTA as compared with other Govt. managed institutions. The main prey of these brunt is borne by the low paid staff i.e. Postmen and MTS.
13. **D.A. Merger:** Whenever rate of D.A. will reach **50% it should be merged** with basic pay.
14. **Parity in Pay:** Pay of official promoted by passing limited departmental competitive exam should not be less than the official recruited/joined in the same month through direct recruitment in the same cadre.

5.5 SPECIAL DEMAND FOR THE SAFETY OF WORKERS

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

5.6 SPECIAL DEMAND IN GENERAL

(i) **SPECIAL DEMAND ON FILLING UP PA'S VACANT POSTS IN FULL AND THOSE REMAINED UNFILLED:**

The post may be filled up by MACP/ Postmen and MTS duly qualified. My Union demands that the vacant posts of PA's be filled up in full on yearly basis through LGO Exam. If however, no adequate number of qualified persons are available through LGO Exam, the left over vacancies be filled up by the MACP I & II Postmen who now a days are found as qualified up to Xth to 10+2 & graduation stage and some do possess computer knowledge.

- (ii) Postmen are after 1st MACP or 2nd MACP automatically promoted to the grade of PA/SA. 50% quota of PA/SA may be filled by automatic promotion by giving training to postmen as stated above. Union suggests that promotion through examination may be converted into automatic promotion.

As the MTS staff is already doing the computer work entrusted to Postmen cadre so also the postmen are performing all the duties of PA/SA.

- (iii) MTS, Postmen, PA/SA & LSG PA all are in PB I, only difference of grade pay is there & MTS are getting increase in GP at IInd MACP. Union demand that 50% promotion from MTS to Postmen may please be recommended 7th CPC to recommend it at 1st MACP or 2nd MACP automatic promotion from MTS to Postmen.

(iv) **CANCELLATION OF 5% QUOTA OF COMPASSIONATE APPOINTMENT:**

It is admitted fact that there have been unjustified reductions of the staff over the past few years due to the wrong policies and methodologies adopted by the Circle Screening Committee. The children of majority of postal workers do not afford for IT and other specialized education which is an essential requirement for getting a job. So from humanitarian view and also as a mark of obituary to the departed souls, the 5% compassionate quota may be liberalized and the waiting list

applicants may be accommodated very fast according to their respective penury and merit.

At present, the dependent family members of a deceased employee is being recruited in terms of relaxation of normal rules and the vacancies earmarked for them is five percent of aggregate annual vacancies. Those who were eligible but could not be recruited for non availability of vacancies be recruited by providing the specially created posts. The wife, adult children or a dependant of the family of deceased who go out of socio-economic patronage and who become helpless need to be taken against those special posts so as to provide them the bread and shelter in times of their family crisis. These specially created posts shall be given a scale of Rs. 4440-7440 with G.P. Rs. 1300/- and after having put in three years of satisfactory services, they should be promoted in the order of their existing or newly acquired educational qualifications. They should be allowed to appear for departmental examinations & be declared successful on the basis of their merits, and on passing such examinations, they should be promoted to the next higher post. If the procedure herein is followed, all the vacant posts existing as on this day would get filled in.

(v) **CHILD CARE LEAVE:**

The female staff is availing of the facility of Child Care leave at present. **The needy male staff shall also be allowed the CCL.**

(vi) **EDUCATIONAL ALLOWANCES:-**

The rates of the children educational allowances recommended by 6th Pay Commission are not sufficient if one sees the dearness index that has risen during last eight years, i.e. after implementation of sixth pay commission. On the other hand, the examination fees, mess fees, hostel fees being charged by educational institutions have enhanced exorbitantly and low paid servants, i.e. MTS, postmen & sorting postmen cannot afford to bear those expenses. The Union therefore in the present contexts, demands the sum of Rs. 36000/- per annum for one child. If number of children may be two, they should get double the sum.

The educational allowances are being given at present only up to 10+2 i.e. up to HSC standard. As a consequence of this, the children of MTS / Postmen go in for higher education in a considerably less ratio in comparison with children of other upper cadres in dept. of Posts. Now in the present day environment, the children of MTS / Postmen are supposed to undertake education in faculties of engineering, polytechnic, technology, management, hotel management, Secretarial Practice, C.A., Cost Accountancy etc. since certain students do embody ambitions to grow further. Hence Union demands that the educational fees shall be made available up to **15th standard or up to graduation level**. Those children who may be studying in engineering, technology or polytechnic be given a fee of Rs. 36000/- towards annual tuition fees. Union puts up this demand before 7th Pay Commission.

MTS & Postmen after having put in **five years of service**, shall be imparted with the computer training in three parts. This training shall be for operating computer systems combined with the knowledge of departmental rules, and procedures, and on completion of the said training, they shall be given a 'NON FUNCTIONING GRADE' promotion or NON FUNCTIONING GRADE Further it is to clarify that all the posts of each Overseer, sorting postmen, Head Postmen's, Mail Overseer etc. shall be strictly filled in from non-functioning grade promotion. Union requests to implement this new scheme and fulfill one demand.

(vii) **ALL KIT ITEMS & UNIFORM TO MAKE CASH PAYMENT :**

The Uniform & kit items are not being supplied periodically due to various reasons & poor quality item of kit are provided. Therefore Union demand that for all kit items & Uniform to make cash payment.

(viii) **POSTMAN OTA :**

For additional performance of extra postman full beat may be enumerated by paying one day minimum basic pay, pay band + GP that is Rs. $8460 \div 30 = \text{Rs } 282$ as per 6th CPC rate if beat served by 2 postman as divided beat the amount should be equally distributed.

(ix) **THE POSTS OF DELIVERY & DESPATCH PA FOR POSTMAN CADRE:**

The posts of delivery & despatch PA may be allowed to postman cadre, as they are at present full fledged working in delivery & mail branch of post offices. This work is related to RMS & there is no post office dealing in this work. Therefore the demand for allotment of delivery & despatch PA may be considered.

(x) **COUNTING OF TRAINING PERIOD FOR POSTMEN SERVICE :**

The DoPT issued instructions to count the training period of direct recruits as qualifying service for increment and pension. Where as the training period of the Gramin Dak Sevaks who have been appointed under direct recruitment as Postman / MTS (Gr.D) has not been taken as qualifying service. This is against the provisions and double yardstick has been adopted in respect of direct recruitment officials.

NO DIFFERENCE BETWEEN WORK DELEGATED TO POSTMEN AND THAT OF P.A. / S.A. CADRE

- 5.07 The chairman & members of the 7th CPC may kindly examine the existing nature of work and versatile duties delegated by the department which are at par with those duties delegated to P.A. /S.A. cadre. On the contrary, the responsibilities & duties of versatile nature attached to Postmen have gone more grave in comparison with those of P.A. / S.A. cadre.

The postmen without having been provision of any protection have to visit the colonies of V.I.P. population and equally have to serve the slums and zopadpatties of poor. Even if the area may be full of naxalism, terrorism, or criminals, he has to walk there to their doorsteps both in rural and urban areas. The postmen are supposed to carry, on LAPTOP, Mobile phone for data entry and communication with members of public. They are also supposed to make use of INTERNET in order to execute their

action. The duties they perform include delivery of ordinary and registered & speed post articles, articles of parcel mail, magazines & periodicals, value payable articles and parcels payment of money orders, mail collection, work concerned with POSB, canvassing for PLI / RPLI policies sale, canvassing amongst public for opening R.D., accounts etc, which they are supposed to do by personal visits to the doorsteps of members of public and in this manner postmen are now attached with a highly versatile duties both in the office and in the field, which are of great burden and responsibilities and have surpassed the gravity & responsibilities of duties of P.A./S.A. cadre. Hence postmen deserve special consideration for allowing the scale of P.A. / S.A. cadre.

Each past CPC have made amalgamation of cadres and hence Union demands amalgamation of postmen cadre into P.A. /S.A. cadre.

MEDICAL FACILITIES

- 5.08 i) The medical facilities by way of the provisions of Central Govt. Health Scheme which already exists be continued.

MEDICLAIM POLICY: Each employee shall be given a mediclaim policy with a maximum ceiling of Rs. 1000000/- (Rs. Ten lac only) and the minimum ceiling may be kept in the order of demand of employee.

As the contribution for CGHS facilities are being made at present, the contribution for mediclaim policy be also made from the salaries of employees on monthly basis. The reasons for this demand are that the employees at present are not getting a good - quality or standard or specialized medical treatment. CGHS physicians do not impart the standard or specialized treatment and are commonly observing the strategy of referring the patient to the Govt. owned hospital. As a present trend adopted by CGHS units, the employees, their families and dependants are deprived from their fundamental right to get standard / specialized treatments.

Moreover, they are put to serious problems at the time of preferring a medical bill claim or in the process of sanction of the said bill. There are several instances when the employee if encounters a sudden accident while on duty or beyond duty hours or in cases where the staff members may go unconscious or cases wherein the members of public might admit sick employee to any hospital, proper care and treatment is not being imparted by CGHS dispensaries and there is a general discontent amongst employees on this score. Their medical reimbursement claims are also not being sanctioned in time causing them a great harassment.

- ii) Indoor and outdoor Medical treatment to Postal Pensioners in CGHS Hospitals- Even though all the pensioners are brought under the issue of plastic cards for awaiting Medical treatment in CGHS hospitals and approved hospitals on demand, the Postal Pensioners are denied such facilities. Only pensioners who were the CGHS card holders alone were permitted to continue the Medical treatment after retirement. This is a clear discrimination among the equals. Despite various judicial pronouncements, the Government implemented the decision to those applied and in some cases, the Government filed SLP in the Supreme Court. It is therefore

requested to remove the discrimination and Postal Pensioners shall also be permitted to avail medical treatment in CGHS hospital and its recognized/empanelled hospitals.

- iii) **MEDICAL LEAVE:** In order to get medical leave or sick leave, the certificate from CGHS dispensary or from Authorized Medical Practitioner is compulsory at present. These provisions do cause tremendous harassment and embarrassment to the employee who is already sick and hence Union demands that if he can produce a certificate from any physician of MBBS or equivalent rank, it should be accepted without any reservations whatsoever. Law of the land recognizes the certificates from MBBS or equivalent ranking physician but the Dept. of Posts, does not recognize it to be lawful which is an unwanted ambiguity and needs to be removed forthwith in the larger interest of employee's welfare.

5.09 **REGARDING GRAMIN DAK SEWAK**

- (i) Under Central Govt. departments there is no post below the grade of M.T.S. but India Post is having 268000 employees in Gramin Dak Sewak category. Herein there is highly serious ambiguity that the posts of GDS are given duties for five hours on day-to-day basis while they are supposed to work for eight hours daily since majority of them are given such versatile duties of office and field that they cannot complete their duties within five hours, and have to work for a minimum of 8 hours. The wages determined for them just shows five hours duties and hence the extra hours they work goes unnoticed while reckoning their proportionate financial compensation. Union therefore demands that the GDS and temporary status Casual Labourers (TSCLs) be given the status of GROUP D (MTS) and the scale of Rs. 4440-7440- with G.P. of Rs. 1300/- be allowed to them. If this new scale of pay with Grade Pay is determined for them, it would automatically cover the compensation for extra work they put in daily.
- (ii) 50% promotion in Postmen cadre of the GDS against 25%: There are about 3 lakhs GDS in the country. Every year they are granted 25% promotion. However, from the year 1999 to 2005 the promotional avenues of GDS are reduced to almost barest minimum stage due to the Screening Committee. So there is need to demand 25% promotion of the GDS and also to insist that instead of 15 years' service condition, the GDS must get in-situ promotion after 10 years. 100% post should be filled from GDS & casual labour staff in MTS & Postmen cadre.

Suggestions

- (i) The Courier Services cannot cater to the vast network. So, automatically Courier Services are in controversies.
- (ii) A deep and factual studies to be made to see that, the RMS Service is run in harmony with the ST Service. The running service of RMS be restored.
- (iii) It is to be ensured that mails from Kanyakumari to Kashmir are delivered within 3 days.
- (iv) Revision of MTT Time Factor applicable to the Postmen: Though the inflow of postal traffic has gone down to some extent due to courier services, yet a progressive development in housing and business is going around at an accelerated speed. Shabby zopadpatties are rapidly being replaced by the multi-storied towers and buildings. The postmen has to cover a walk of 20 to 50 kms and about 500 to 600 buildings in a beat. In the circumstances, it has become more than impossible to cover the entire beat in a single day and the postmen has to arrange his delivery spreading over 4 to 5 days in the beat: This tremendous load of work has spelt seriously and adversely on the health and family life of the postmen. A comparative study and medical bills for the past few years would prove the point. So it should not be neglected that the conditions have also changed massively in several respects since the formulation of the MTT.
- (v) Railway employees while in service & after retirement are allowed free railway pass so also the telecom employees in service & after retirement are provided free telephone facility, Union demand that at par with them the postal employees while in service & after retirement may be provided free postal service up to some fixed amount of stationery cost & service.
- (iv) Since it is held that the future postman would be a global like postmen and various new schemes are being introduced by the Govt, it is seen that the postman would be made to pick-up, book all work relating to the postal Business. Such as SPL/Letter booking, sale of stationery, recording the transactions in a handy computer, giving the details to the concerned PA in the office etc. So, now postmen and MTS are to be seen as a person equipped with technical job and PA works.

- (v) Therefore entry pay in the revised pay structure for direct recruits appointed on or after 1/1/2016 may be granted scale as under

PB-1 (15600-60600)

Grade Pay	Pay in pay Band	Total
5400	15600	21000
5700	17490	23190
6000	19380	25380
7200	22530	29730
8400	25680	34080

PB-2 (27900-104400)

12600	27900	40500
13800	37620	51420
14400	40050	54450

**ILC TO CALCULATION OF MINIMUM WAGES AS ON MAY 2014 - NC JCM STAFF SIDE
PRICES OF THE INGREDIENTS SPECIFIED IN THE 15TH ILC TO CALCULATE THE MINIMUM WAGES AS ON 01.05.2014**

ITEMS	DELHI	MUMBAI	KOLKATA	CHENNAI	BNGLR	BBSR	TRVDM	HYDBD	AVERAGE	PCU/day in gms	Per Month 3 CU (in Kg)
Rice/Wheat	44	49	44	48	47	58	42	44	47	475 gms	42.75 kg
Dal (Toor/Urid/Moong)	99	102	140	100	97	97	95	94	103	80 gms	7.2 kg
Raw Vegetables	44	46	41	40	42	50	48	41	44	100 gms	9.00 kg
Green Vegetables	42	43	40	42	42	43	44	40	42	125 gms	11.25 kg
Other Vegetables	43	43	41	40	40	41	49	40	41	75 gms	6.75 kg
Fruits	111	114	108	112	109	108	108	109	110	120 gms	10.8 kg
Milk	44	44	39	39	36	36	36	38	39	200 ml	18.00 ltr
Sugar/Jaggery	44	43	42	44	45	44	46	44	44	56 gms	5.00 kg
Edible Oil	148	159	142	159	142	141	141	140	138	40 gms	3.6 kg
Fish	315	325	315	375	305	310	335	320	325		2.5 kg
Meat	423	420	438	388	403	397	398	488	425		5.0 kg
Egg	5	5	5	5	5	5	5	5	5		90 Nos
Detergents	404	414	379	399	379	399	399	399	396		396
Clothes	198	203	178	198	178	198	198	188	192		5.5 mtr
Total											11344
Housing@ 7.5%											1174
Miscellaneous @ 20%											3129
Total											15647
Additional @ 25%											5214
Grand Total - Minimum pay for unskilled worker in the erstwhile Group D											20861
Minimum Pay for Group C Added with 30% with the minimum pay above											5214
Minimum Pay at Group C level											26075
Rounded to											26000

- 20% of the net minimum miscellaneous charges towards fuel, electricity, water charges, etc
 - Housing at the rate of 7.5% of net minimum
 - Addition Expenditure at the rate of 25% includes expenditure towards education, marriage etc of the children, medical treatment, recreation, festivals etc.
- as per the Supreme Court decision in 1991.

Source: www.ncjemstaffside.com

The Prison (Bombay Furlough & Parole, Rules 1959),
Maharashtra Govt. Daily Expenses of Jail Inmates

Sr. No.	Items	Per day P.C.U. (In Grams)	Rs./Ps.
1.	Rice	150 gms	8.00
2.	Atta	550 gms	20.00
3.	Jowari Atta	550 gms	24.00
4.	Bajri Atta	550 gms	24.00
5.	Chana Dal	120 gms	12.00
6.	Matki	120 gms	12.00
7.	Chana	120 gms	12.00
8.	Besan	30 gms	04.00
9.	Refined Oil	20 gms	06.00
10.	Salt	10 gms	04.00
11.	Imli	05 gms	04.00
12.	Cumin Seeds	0.25 gms	10.00
13.	Aesofodita	0.25 gms	19.00
14.	Turmeric	0.50 gms	10.00
15.	Corriandar	0.75 gms	16.00
16.	Garlic	0.75 gms	16.00
17.	Methi	0.75 gms	12.00
18.	Mustard	0.75 gms	14.00
19.	Chillies	6 gms	04.00
20.	Sugar	20 gms	04.00
21.	Tea	05 gms	04.00
22.	Suji (Rawa)	60 gms	06.00
23.	Jaggery	40 gms	04.00
24.	Vanaspati Ghee	20 gms	06.00
25.	Poha	60 gms	04.00
26.	Onion	10 gms	02.00
27.	Vegetables	225 gms	08.00
28.	Green Chillies		04.00
29.	Ginger		04.00
30.	Green Corriandar		02.00
31.	Kadi Patta		01.00
32.	Shakkarkand	100 gms	04.00
			Total : 284.00

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

Per month expenses for one person in Jail	Rs. 284 x 30 = Rs. 8,520.00	
Per month expenses for three person in Jail	Rs. 8,520 x 03 = Rs. 25,560.00	
Per month expenses for four person in Jail	Rs. 8,520 x 04 = Rs. 34,080.00	
	Additional Expenses	
		Three Persons Four Persons
	20% other expenses electricity, water etc.	= Rs. 2,334.00 Rs. 3,113.00
	25% education expenses	= Rs. 3,502.00 Rs. 4,669.00
	10% house rent expenses	= Rs. 1,751.00 Rs. 2,335.00
Grand Total	=	Rs. 33,147.00 Rs. 44,197.00

DEMAND OF PROPOSED PAY STRUCTURE OF 7TH CPC

DEMAND OF PROPOSED PAY STRUCTURE OF 7TH CPC				
Pay Band	Pay Band	Grade Pay	Pay in the Pay Band	Pay Scale
PB-1	15600-60600	5400	15600	21000
PB-1	15600-60600	5700	18000	23700
PB-1	15600-60600	6000	20000	26000
PB-1	15600-60600	7200	23000	30200
PB-1	15600-60600	8400	26000	34400
PB-2	27900-104400	12600	30000	42600
PB-2	27900-104400	13800	38000	51800
PB-2	27900-104400	14400	40000	54400

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