

**U.N.I.****F.N.P.O.****I.N.T.U.C**

ना पहाड़ों से डरते, ना तूफानों से डगमगाते हैं, जो तूफानों से टकराते हैं  
और डाक कर्मचारियों के दुःखों को दूर करने के लिए लड़ते हैं उसे  
FNPO-NUPE Postmen & MTS, Group C Union कहते हैं।



# POSTAL PRAKASH



सी.एच.क्यू., दलवी सदन, खुर्शीद स्क्वायर, सिविल लाईंस, दिल्ली-110054

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श्री टी.एन. रहाटे, जनरल सेक्रेटरी  
NU P-IV तथा प्रेसीडेंट FNPO का  
यू.के. (यूनाइटेड किंगडम), लिवरपूल दौरा

## GDS Staff deceived by the Government and Dept. of Posts

Since our Independence in the history of Postal Department the GDS Staff was first time deceived by the Government and the Department of Posts in such a bad way.

GDS were on Strike during 22nd May 2018 to 8th June, 2018 and after successful negotiation between the Department and our Minister giving Cabinet approval and consent for immediate implementation of the GDS Kamlesh Chandra Committee Report the Unions Strike was withdrawn.

The assurances given for implementation of GDS Committee Report on recommendations by the Dept. of Posts and our Minister were not carried out.

Instead of the recommendations of GDS Committee Report the lowest formula Ordered for fixation of Pay w.e.f 1-7-2016 to 31-6-2018 will be calculated with 2.57 factor of old TRCA which will minimise the amount of arrears upto very low level.

The gratuity amount is reduced from Rs. 5 Lakhs to 1.5 Lakhs, Severance amount will be Rs. 1.5 Lakhs, it means no one will get Retirement Benefit upto even Rs. 5 Lakhs in toto. Regarding **HRA to GDS Staff, CEA** and other items i.e. encashment of leave etc. are not yet Ordered.

However, the **GDS Staff** are totally frustrated on this Orders and they are strongly in mood to proceed again on Indefinite Strike and if it happened we will not remain aloof.

- T.N. Rahate

**Journal of The National Union of Postal Employees, Postmen and Group 'C'/MTS**  
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**Shri T.N. Rahate** (General Secretary) M.: 08080070500, 09869121277  
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## **UNI Tour of Shri T.N. Rahate, General Secretary NU P-IV and President FNPO to U.K. (United Kingdom), Liverpool**

Shri T.N. Rahate, General Secretary NU P-IV and President FNPO attended UNI Global Union World Congress at Liverpool during 17th to 20th June, 2018.

Throughout world total 160 Countries are members of this UNI Global World. To attend 5th UNI Global Unions World Congress Shri Rahate was invited from FNPO as delegate as President FNPO and General Secretary, NUPE P-IV.

He participated in proceedings of this World Congress between 16th to 21st June 2018 at Liverpool, U.K. and got world level working of Postal and Financial procedure information.

He said lodging and boarding arrangements were excellent. He gave his sincere thanks to leader of Union of Liverpool on behalf of India and FNPO; with best wishes to 5th UNI Global Congress President and General Secretary Shri Ruben Cortine and Smt. Christy Hoffman respectively and Shri Alke Boessiger as Dy. General Secretary.

He also **congratulates UNI Global Unions** World Executives Board 2018 in which unanimously the Executive Board for **2018-2022** is elected and T.N. Rahate was nominated as **1st Substitute** for Area VII South Asia (**Bangladesh, India, Nepal, Pakistan and Sri Lanka**). He thanked **5th UNI Global Union World Congress** and FNPO from his bottom of heart. He said, Postal Employees, FNPO members gave support to me and our FNPO is working in good way and you all will support me in future.

He offers sincere thanks to FNPO for giving him this opportunity to attend this 5th UNI Global Unions World Congress which was attended by **1935 Delegates, Visitors from 123 Countries**.

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### **ग्रामीण डाक सेवक कर्मचारियों के साथ घोर अन्याय**

हमें डाक विभाग एवं सरकार द्वारा इस प्रकार के घोर अन्याय की अपेक्षा बिल्कुल नहीं थी। ग्रामीण डाक सेवक कर्मचारी 22 मई 2018 से 8 जून 2018 (16 दिन) इस कालावधि तक हड़ताल पर थे। सभी ग्रामीण डाक सेवक संगठन इस हड़ताल में सम्मिलित थी। जी.डी.एस. कमेटी रिपोर्ट पर आधारित वेतन में बढ़ोत्तरी एवं सभी सकारात्मक सिफारिशों पर डाक विभाग द्वारा आदेश की लंबी प्रतीक्षा के विरुद्ध यह हड़ताल की गयी थी।

आखिरकार दिनांक 8 जून, 2018 को डाक विभाग संबंधित मंत्रालय एवं संगठन के प्रतिनिधियों के बीच लंबी बातचीत हुई तथा डाक विभाग द्वारा समझौता हुआ और केबिनेट द्वारा मंजूरी देने के बाद हड़ताल समाप्त की गई। किंतु अब डाक विभाग द्वारा जारी किये जा रहे आदेश ये समझौता के अनुसार नहीं है। वरन् कर्मचारियों पर अन्यायपूर्ण है। वेतन बढ़ोत्तरी में त्रुटियां हैं। बच्चों का एजुकेशन भत्ता, घर भाड़ा, ग्रेच्युटी और बहुत सारी GDS कमेटी की सिफारिशों को ताक पर रख दिया गया है।

शेष पृष्ठ 15 पर...

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**General Secretary's Letter addressed to Secretary (P)**

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

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

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Ref. No.: ..... NU/P-IV/Notice of Strike/Maharashtra/2018 Date : ..... 02-07-2018

To,

Shri A.N. Nandajee,  
Secretary (P), Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001

**Subject :** Notice of Agitation and Indefinite Strike -  
Case of Maharashtra and Goa Circle, NUPE P-IV

Respected Sir,

We would like to bring it to your kind notice that **National Union of Postmen, MTS Group 'C'**, Maharashtra & Goa Circle has issued Notice of Agitation and Indefinite Strike w.e.f. 06.00 hours **from 20-07-2018**.

The copy of Notice No. P-IV/M/C/NUPE/Postman/MTS Group-C/Agi./Indef./Strike/June 2018 dt. 21-6-2018 is sent herewith for your kind perusal.

However, the **replies given on each and every demand** are also submitted with this letter.

Sir, the replies are **just to fill up the gap** no concrete action is taken at Circle level. In fact, most of the demands can be settled at Circle Level; such as -

- (a) Recruitment of Postman and MTS on vacant post of **Year 2009 to 2014 and 2015 to 2018**;
- (b) **Engagement** of Daily Wages Employees on all vacant post of Postman and MTS Staff etc.;
- (c) Grant of wages to Daily Wages as per Rate of State Government of Maharashtra;
- (d) Non-Holding of **CRC Meeting**,

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Date : 02-07-2018

The unrest is prevailing amongst Postman, MTS Staff and in such a situation Directorate should guide the CPMG to meet the Union Representatives and discuss the issue peacefully. The threat of FR-17(a) will spoil the atmosphere as Union representatives and Members of Staff while discussing the issue of the upcoming Strike it is not understood that what the Circle Administration and the concerned officer are having thoughts in their minds. It is also observed that simply acknowledge and appeal for reconsider the Strike Notice is not solution of the issues, though the issues may easily sort out at Circle Level itself.

It would be the effort of the Circle Administration to discuss the issues with Union Representatives and settle the same amicably. But no such action is being observed in this directions. But in any case we should try our level best to avoid the Strike.

This Strike is not for any financial demand or not on all India level. Therefore, it is the responsibility of the Circle Administration to tackle the issue very carefully to avoid the Strike.

We hope that necessary instructions will be issued to CPMG Maharashtra and Goa Circle to invite the Union Representatives for discussion on Charter of Demand and immediate action on the demands as deemed fit to avoid the Strike, please.

A line of early action and suitable guidance to the CPMG, Maharashtra and Goa Circle is earnestly solicited from your kind end.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and  
President FNPO

CC for information and necessary action

1. Circle Secretary,  
NUPE Postmen & MTS Group-C,  
Maharashtra and Goa Circle

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Ref. No.: ..... FNPO/ST Caste Validity/2018 ..... Date : ..... 15-06-2018 .....

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

**Subject :** Irregular practise of SC/ST Caste Validity Procedure  
adopted by the Administration vis-a-vis injustice to ST Candidates  
in the Service - Cases of Maharashtra Circle.

Respected Sir,

1. In connection of the above cited subject it is to bring to your kind notice that while implementing the said Order the officers concerned are not observing the exact ruling on the subject causing unnecessary trouble to the staff as well as wastage of time and money of both the parts.
2. Sir, at present the recruitment of SC/ST Candidate is governed under the Order of OM No. 36019/7/75-ESTT (SCT) dated 31 October 1975 issued by Dept. of Personnel and Administrative Reforms supported by the Ministry of Home Affairs, Office Memorandum No. 13/2/57-SCT (I) Dated 25th May, 1960 and No. 13/2/61-SCT (I ) dated the 18th November 1961, which clarifies that the appointing authority should itself verify his claims through the District Magistrate concerned. Every OM and Orders are clearly speaking that the Caste Certificate of the employee must be verified by the recruiting unit at the initial stage of recruitment by the Caste Certificate issuing Authority or the District Magistrate concerned.
3. Sir, Department of Posts or DOPT or any concerned Authority has not issued such instructions that Caste Certificate of Central Government Employees including the Postal Employees be verified through the Caste Scrutiny Committee which is established by the Government of Maharashtra for their own employees. (Annexure-A).

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**Ref. No.:** ..... FNPO/ST Caste Validity/2018

**Date :** ..... 15-06-2018

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4. Sir, while seeking information under RTI for the Rule of Verification of the Caste Certificate of SC/ST and OBC it is revealed that all the Authorities have replied that the Caste Certificate issuing Authority or District Magistrate concerned is empowered to verify the Caste Certificate.

The particulars of the RTI Reply obtained is summarised as below -

- (i) The Chief Postmaster General, Maharashtra Circle, Mumbai-400001 vide No. STA/RTI/34/10/2014 dated 27-3-2014 (Annexure-B).
- (ii) The Under Secretary, Loksabha, Parliament House, New Delhi-110001 vide No. 1(887)/IC/11 dated 7-10-2011, intimated that there is no any modification or motion has been passed by Lok Sabha as per record available (Annexure-C).
- (iii) The Under Secretary, Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training, New Delhi-110001 sought information under following points No. 43011/266/2011-Estt (RCS) dated 2nd August 2011.
  - (a) Whether DOPT has issued any instruction to verify the Caste Certificate of SC/ST Employees through "Caste Scrutiny Committee."  
Reply - No such instructions have been issued by the Department.
  - (b) Who is the Nodal Department to issue instructions/guidelines regarding Verification of Caste Certificate of Central Government Employees.  
Reply - Department of Personnel and Training/M/O Social Justice and Welfare. (Annexure-D).

5. Sir, it is the provision for SC/ST Candidate who are not able to produce the Caste Certificate for any genuine reason the appointing Authority should itself verify his claim through the District Magistrate concerned. The same instructions is reiterated in Para 5(7)

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**Ref. No.:** FNPO/ST Caste Validity/2018  
.....**Date :** 15-06-2018  
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of MHA OM No. 42/21/49-NGS dt. 28-1-52, 42/34/52-NGS dt. 17-4-53, 13/2/57-SCT (1) dated 25-5-60, 13-2-61 SCT (1) dated 18-11-61, 8-3-63, SCT (1) dated 25-2-63, 13-3-63 SCT (1) dated 23-7-63, 13-6-63 SCT (1) dated 11-11-63, 6-4-66 ESTT (C) dated 11-5-66 and Department of Personnel & AR OM No. 360/9/7/75-ESTT (SCT) dated 31-10-75 and No. 13/2/74-ESTT (SCT) dated 12-8-76 and DP&T OM No. 36012/6/88-ESTT (SCT) dt. 24-4-90.

6. Sir, the Dy. Director General (Vig.), Chief Vigilance Officer, Government of India, Ministry of Communications, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001 vide his D.O. Letter No. 21-8/200 INV Dated 20-7-2005 addressed to Smt. Noorjahan, Chief Postmaster General, Maharashtra Circle, Mumbai intimated in 3rd Para that 'In this context it is clarified that it is mandatory to get all such certificates verified from issuing Authority without further loss of time.' In the 4th Paragraph it is stated that the 'Original ST Certificate of all the officials who have secured employment in your circle since 1995 should be got verified by the concerned District Collector/Dy. Commissioner/District Magistrate.' (Annexure-E).

7. The Divisional Bench of Madras High Court had given certain directions for the guidance of all Courts and Authorities in the matter of Caste Certificates and some of the important directions ...(S.P. Sakthi Devi Vs. The Collector of Salem 1985 Maol L.S. Reports 182-DB) (Annexure-F).

8. Sir, Superintendent of Post Offices, Bhusaval Division, Bhusaval-425201 vide his Letter No. B2/40/SC/Validity Certificate/BRW/2013 dated 26-9-2013 sent one Caste Certificate for validity to the Caste Scrutiny Committee, Dhule. But the said Committee Chairman vide No. D.C.S.C. No. 2/Dhule/Service Case/747 dated 9-4-2014 replied that the said Committee formed by the Government of Maharashtra vide Act 2000 and for the State Government Employees or Semi Government Employees. The said Caste Certificate is of Central Government Employees hence it is not necessary to validate the same. (Annexure-G).

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**Ref. No.:** FNPO/ST Caste Validity/2018 .....**Date :** 15-06-2018 .....**- 4 -**

9. Sir, GOI Decision No. (2) Below Rule 3 of CCS (CCA) Rules 1965 state as follows “Statutory Rules have the force of law and alterations in conditions of recruitment and service to be notified by amendments to statutory rules.”

Sir, While seeking information from (i) The Chief Postmaster General, Maharashtra Circle, Mumbai-400001; (ii) Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training Establishment Reservation-1 Section reference - RTI Application - Registration/R/2017/06811 dated 19-12-2017; (iii) Lok Sabha Secretariat, New Delhi-110001 RTI Reply under No. 1(887)/IC/11 dated 7-10-2011; (iv) Verification of Caste Certificate from Caste Scrutiny Committee. In this respect the Chairman Divisional Caste Scrutiny Committee, Dhule in his Letter No. D.C.S. No. 2/Dhule/Service Caste/747/2014-15 dated 9-4-2014 addressed to the Superintendent of Post Offices, Bhusaval Division, Bhusaval-425201 intimate that the Caste Scrutiny Committee is meant for Government of Maharashtra and for the employees of Maharashtra Government or Semi Government.

In the last Para further it is clarified that the official is Central Government Employee hence it is not necessary to a verification of Caste Certificate of such Central Government Employee.

10. Sir, while observing all the OM's on the subject of Caste Verification Certification as well as the concerned instructions from the Departments/Ministries it is crystal clear that the SC/ST/OBC Caste Certificate must be verified from the Caste Certificate issuing Authority or District Magistrate of the concerned District. Nowhere there is a provision in the Rule that the Caste Certificate of SC/ST/OBC should be got verified from the Caste Scrutiny Committee formed by the State Government. Hence, the insisting of the Caste Certificate of these categories from the said Caste Scrutiny Committee is against the rule.



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Ref. No.: ..... FNPO/ST Caste Validity/2018 ..... Date : ..... 15-06-2018

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11. Till this date the action taken by all the disciplinary Authorities on the State Caste Scrutiny Committee is thus illegal as well as against the Instructions/Directives of the Department/Ministries. The said action further cause loss of Government money, time which further cause mentally pressure to the employees of the said categories, many of them lost their jobs. Some are still under constant mental pressure. Further it dismantle their family life and future. Hence, it is our demand that to stop harassment to the SC/ST/OBC employees following steps must be taken at priority level -

- (i) Immediate issue the directives to stop Caste Certificate validation from State Caste Scrutiny Committee.
- (ii) Issue immediate instructions to all concerned to **withdraw Rule 14** Chargesheets of SC/ST/OBC employees.
- (iii) Issue immediate instruction to verify the Caste Certificates from the issuing Authorities or the District Magistrate concerned as per laid down in the rule of the Department.
- (iv) Issue immediate instructions to take action under Rule 14 on those officials whose Caste Certificate is treated as false/fabricated by the Caste Certificate issuing Authority or District Magistrate of concerned District.
- (v) Request to consider the officials who were lost their service due to Caste Scrutiny Committee Report. They would be given opportunity to verify their Caste Certificate through the issuing Authority or the District Magistrate of concern District. The decision in this case may be taken on merit.
- (vi) The references submitted in this letter are all the O.Ms of the Department which are clearly stating that the Caste Certificate of the SC/ST/OBC employees should be got verified at the initial stage of recruitment by the issuing Authority or the concerned District Magistrate by the Department itself. But it is very painful to state that the recruiting Authorities/Units are sending the Caste

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Ref. No.: FNPO/ST Caste Validity/2018

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Certificate of those SC/ST/OBC Employees to the wrong Authorities than they directed to The Recruiting/Disciplinary Authorities thus are wrong who are not following the directions of the Department/Ministries. Hence, one opportunity to all the scapegoat officials be given by the Department.

Sir, taking into the consideration of all the O.Ms and directions from time to time the appointing Authorities failed to get verified the Caste Certificate of SC/ST/OBC at the initial stage of appointment and verified by themselves. Secondly, it is also observed that while appointing the SC/ST/OBC candidates the conditions of verification of Caste Certificate through the issuing Authority or concerned District Magistrate is also not mentioned in the said appointing Order by concerned Unit.

It is the fact in all cases the appointing authority themselves or through the officials are insisting the verification of the caste certificates after a span of 5 to 10 years of appointment. Many officials are facing these difficulties after rendering their 10 to 15 years service in the Department. At this age they are almost bar for opportunity elsewhere.

Sir, you are therefore requested to consider the 6 demands mentioned at Sl. No. 11 and issue the needful instructions on the said ground. The officials who are being under pressure would get justice. Hence, a line of early reply is earnestly solicited from your kind end.

Thanking you,

CC for information and necessary action

1. Smt. Mira Handa  
Director General, Department of Posts,  
Dak Bhawan, Sansad Marg,  
New Delhi-110001
2. Secretary General, FNPO
3. All Circle Secretaries, FNPO,  
Maharashtra Circle

(T.N. RAHATE)

President FNPO and General Secretary

Yours Sincerely



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

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Ref. No.: ..... NU/P-IV/Kerala Circle/Approval/04/2018 ..... Date : ..... 02-07-2018 .....

To,  
The Chief Postmaster General,  
Kerala Circle,  
Thiruvananthapuram-695033

**Subject :** Grant of approval from CHQ to the **newly elected**  
Circle Office Bearers of NUPE Postmen, MTS Group 'C', Kerala Circle,  
Conference held during **8th, 9th and 10 May, 2018** at Thalassery.

Respected Sir,

In continuation of the Circle Secretary, Kerala Circle Letter No. NUPE/P-IV/KC/CS/2018 dated 14-5-2018 it is to state that the NUPE Postmen & MTS, Group C, CHQ is giving its approval to the said **Newly Elected Circle Office Bearers of Kerala Circle**. The copy of **Newly Elected Body is enclosed** herewith for circulation in Kerala Circle. You are requested to circulate the same.

Thanking you,

CC for information and necessary action

1. Shri K. Mahesh,  
Circle Secretary, NUPE Postmen & MTS Group-C,  
Kerala Circle
2. Shri K. Shivdasan  
General Secretary, NU Civil FNPO

Yours Sincerely



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

**F.N.P.O.**  
**NATIONAL UNION OF POSTAL EMPLOYEES**  
**POSTMEN & GROUP. D (MTS)**

FNPO Office, Vanchipoor Fund Lane, MG Road, Thiruvananthapuram - 695023  
Tel : 0471-2463085, 9447017823

No. NUPE/P-IV/KC/CS/2018

Date : 14th May, 2018

The Chief Postmaster General  
Kerala Circle  
THIRUVANANTHAPURAM-695033

Subject : Biennial Conference NUPE P-IV & MTS (GROUP-C). FNPO Kerala Circle -  
Election of office bearers. regarding.

Sir,

As intimated by our letter of even number dated 23rd April, 2018, the Biennial Conference of our Union was held at Thalassery. The election of new Office bearers for a period of two years was held under observation of Shri K. Sivadasan, General Secretary, NUPCWNGE, FNPO and the following office bearers have been declared elected unanimously.


<b>President</b>	<b>Sri Ferdinent Perera</b>	<b>Postman</b>	<b>GPO Trivandrum</b>
Working President	<b>Sri V.A. Mohammed</b>	Postman	Perumanoor PO, Ernakulam
Vice President	1. Sri P.N. Saji 2. Sri G. Vidyasagar	Postman Postman	Erumeli PO, Changanassery East Kallada, Kollam
<b>CIRCLE SEC.</b>	<b>Sri K. Mahesh</b>	Postman	Thalassery H.O.
Dy. Circle Secretary	<b>Sri G.S. Anilkumar</b>	Sorting Postman	Manacaud PO, Trivandrum
Assistant Secretary	1. Sri P. Surendradas 2. Sri M.T. Ajayaghosh 3. Sri C.J. Vincent 4. Sri Pushpagandan	Head Postman Postman Postman Postman	Perintalmanna Manjeri Irinjalakuda HO Pavaratty, Trichur Thamarassery, Calicut
Treasurer	<b>Sri P.D. Jayarajan</b>	Postman	Ottapalam D.
Organising Secretary	1. Sri V.G. Omanakuttan Nair 2. Sri E. Manojkumar 3. Sri K.K. Devarajan 4. Sri G.N. Santhosh Kumar	MTS Postman Head Postman Mail Overseer	Pathanamthitta HO Kannur Vaikom, Kottayam Quilandy

The above office bearers elected may kindly be approved and the trade union facilities in respect of our Union may kindly be extended to them.

Yours faithfully,

Copy to:

1. The Postmaster General, Central Region, Kochi
2. The Postmaster General, Northern Region, Calicut
3. The General Secretary, Postmen & Group-D/MTS, New Delhi
4. All Divisional Secretaries and CWC Members

  
**(G.S. ANILKUMAR)**  
**CIRCLE SECRETARY**  
**(OUTGOING)**

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## Replies received from the Directors

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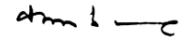
No. AB 14017/16/2002-Estt.(RR)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel and Training  
New Delhi, the 13th March, 2002

### Office Memorandum

Subject : Posting of physically handicapped candidates.

Reference this Department's O.M. No. AB-14017/41/41/90-Estt (RR) dated 10.5.1990 (copy enclosed) on the above subject.

2. It is clarified that the guideline contained in para 2 of this Department's O.M. dated 10.5.1990 that requests from physically handicapped employees for transfer to or near their native places may also be given preference, covers physically handicapped employees in Groups A, B, C and D.
3. Suitable instructions may also be issued to all subordinate offices etc.
4. Hindi version will follow.



(Alok Saxena)

Deputy Secretary to the Government of India

To  
All Ministries/Departments of the Government of India

Copy to:

1. The President's Secretariat, New Delhi.
2. The Prime Minister's Office, New Delhi.
3. The Cabinet Secretariat, New Delhi.
4. The Rajya Sabha Secretariat, New Delhi.
5. The Lok Sabha Secretariat, New Delhi.
6. The Comptroller and Auditor General of India, New Delhi.
7. The Union Public Service Commission, New Delhi.

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No. 7-8/2016-PCC (Pt.)  
Government of India  
Ministry of Communications  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Date : 02.07.2018

To

All Heads of Circles.

Sub : Clarification on applicability of “Very Good” benchmark for financial upgradation under MACPS and consideration of “Good” benchmark for the previous years before 25.07.2016.

References from various Service Unions and Circles have been received in this Directorate seeking clarification about applicability of “Very Good” benchmark for financial upgradation under MACPS. Being the nodal Department for MACP Scheme, the matter was referred to DoP&T for issue of clarification on following points. The clarification provided by the DoP&T vide Dy. No. 1313564/18/CR dated 15.06.2018 is given against each point for guidance and strict observance:-

S/No.	Point of doubt	Clarifications
i.	Whether grading of “very good” is applicable from 25.7.2016 onwards and for previous period the old grading i.e. “good” may be taken into while considering MACPS or the “very good” grading is to be considered for the whole period of 5 years w.e.f. 25.7.2016 as per the DoP&T’s Order dated 27/28.09.2016.	The DoP&T vide OM dated 28.09.2016 has implemented the recommendation of 7th CPC, accepted by the Government for enhancing benchmark for grant of MACP to “Very Good”. These instructions are applicable w.e.f. 25.07.2016, the date of issue of Government Resolution by D/o Expenditure. Therefore, in cases where MACP falls due on or after 25.07.2016, the revised benchmark of “Very Good” is to be followed. In other words, the

		overall grading of the APARs reckonable for grant of MACP should be atleast "Very Good".
ii.	If, the whole period of ACR (APAR) to be taken as "very good", then officials be allowed to represent, if any, in case they have below bench mark than "very good" or the Department may review all cases at its own.	There is no question of allowing second opportunity of representation against the APAR which are post 2009 as there are already disclosed to the employees in APAR process.

2. All concerned may be informed accordingly.

  
(R.L. Patel)

Asstt. Director General (GDS/PCC)

Copy to :

1. Chief General Manager, PLI/BD Directorate, New Delhi.
2. Addl. Director General, Army Postal Corps, R.K. Puram, New Delhi-110066.
3. Director, RAKNPA, Ghaziabad.
4. DDG (PAF)/JS&FA/Secretary (PSB)

## ग्रामीण डाक सेवक कर्मचारियों के साथ घोर अन्याय

### ...पृष्ठ 2 का शेष

पे फिक्सेशन 1-1-2016 के बजाय 1-7-2018 से किया गया है। 1-1-2016 से 1-6-2018 के एरीअर्स के लिए जो TRCA दिया गया उसे 2.57 से गुनाकर जो रकम आयेगी उस रकम में से 1-1-2016 से 1-6-2018 तक जो TRCA और DA रकम दी गयी उसे घटाकर बचाया रकम एरीअर्स के रूप में दी जायेगी, ये बहुत बड़ा अन्याय है। प्रस्तावित **5 लाख ग्रच्चुटी** की रकम घटाकर 1,50,000/- (एक लाख पचास हजार) के आदेश निकाले गये हैं।

सिवरंस अमाउंट **एक लाख पचास हजार** (1,50,000/-) की गयी है।

इस विषय को लेकर GDS कर्मचारियों में असंतोष है। और एक बार फिर वो अनिश्चितकालीन हड़ताल के विषय में गंभीरता से विचार कर रहे हैं। इस बार हम मूक दर्शक नहीं रहेंगे।

- टी.एन. रहाटे

## श्री टी.एन. रहाटे, जनरल सेक्रेटरी NU P-IV तथा प्रेसीडेंट FNPO का यू.के. (यूनाइटेड किंगडम), लिवरपूल दौरा

UNI की ओर से श्री टी.एन. रहाटे, जनरल सेक्रेटरी NU P-IV तथा अध्यक्ष FNPO को 5th UNI ग्लोबल यूनिन वर्ल्ड कांग्रेस में भाग लेने के लिए आमंत्रित किया गया था। तयशुदा कार्यक्रम के अनुसार दिनांक 17 जून से 20 जून 2018 को लिवरपूल (यू.के.) में आयोजित **5th UNI ग्लोबल यूनिन वर्ल्ड कांग्रेस** में श्री रहाटे ने सक्रिय भागीदारी दी।

पूरी दुनिया के 160 देश इस **UNI ग्लोबल यूनिन के सदस्य हैं।** भारत में FNPO की ओर से रहाटे डेलीगेट के रूप में उपस्थित थे। इस कांग्रेस में **123 देशों से आये 1935 डेलीगेट्स ने हिस्सा लिया।**

श्री रहाटे ने इस कांग्रेस द्वारा आयोजित सेमीनार में भाग लिया और दुनियाभर में डाक प्रणाली तथा आर्थिक विवरण की जानकारी हासिल की।

श्री रहाटे के अनुसार कांग्रेस में शामिल होने के लिए आये सभी डेलीगेट्स की रहने और खाने की व्यवस्था शानदार थी। लिवरपूल के UNI नेतागण इसके लिए प्रशंसा के पात्र हैं। इस **5th UNI ग्लोबल कांग्रेस** के शानदार आयोजन के लिए अध्यक्ष, जनरल सेक्रेटरी, असिस्टेंट जनरल सेक्रेटरी क्रमशः श्री रूबीन कोरटीना, श्रीमती क्रिस्टी हाफमन और श्री अलेक बोइसीन्गेबील को श्री रहाटे ने अपनी ओर से तथा FNPO की ओर से हार्दिक बधाई दी।

इस **5th वर्ल्ड कांग्रेस की 2018-2022** कार्यकारिणी (World Executives Board) सर्वसम्मति से निर्वाचित की गयी और **श्री टी.एन. रहाटेजी को 1st सबस्टीट्यूट पद पर नॉमीनेट किया गया।** उनके एरिया VII साऊथ एशिया में (बांग्लादेश, इंडिया, नेपाल, पाकिस्तान और श्रीलंका) का समावेश है।

श्री रहाटे ने FNPO, NU P-IV और व्यक्तिगत तौर पर **UNI ग्लोबल यूनिन** का आभार प्रकट किया और सभी सदस्यों के प्रति दिल से धन्यवाद दिया।

### CHQ Quota

All the Divisional Secretaries /  
Branch Secretaries are requested to send  
CHQ Quota of **Rs. 10/- (Rs. Ten)**  
each member per month to  
**Shri Jagdish Sharma, Treasurer (CHQ),**  
**Camp : I.P.H.O., New Delhi-110002.**  
**M.: 09555593094 / 09718093094**  
as early as possible.

### सी.एच.क्यू कोटा

सभी डिवीजनल सेक्रेटरी / ब्रांच सेक्रेटरी से  
अनुरोध किया जाता है CHQ कोटा  
**रुपये 10/- (दस रुपये)** प्रति मंबर प्रतिमाह भेजें।  
यह चंदा दर दिसंबर 2014 से लागू है।  
**CHQ कोटा श्री जगदीश शर्मा, खंजाजी (CHQ),**  
**कैम्प : आई.पी.एच.ओ. नयी दिल्ली-110002**  
**मो. : 09718093094/ 09555593094**  
को जल्द-से-जल्द से भेजें।