

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 & Group-C/MTS Union कहते हैं।



POSTAL PRAKASH



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

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HINDI ISSUE

We are proud of our Indian Army

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Our Army made one Surgical Strike in Pak occupied Kashmir (PoK) and attacked Terrorist stations situated in PoK.

We must salute those commandos for their successful mission. No doubt, this is not a political action; it is only to reply the Uri attack launched by Pakistani terrorist in which we lost our 17 Jawans.

We are very sorry to note that some political parties are asking proof of this Surgical Strike; whether they are able to know the secret of military action. How can Army disclose the details of this Surgical Strike.

In fact, we must stand with our Jawans at this crucial stage. Anyhow we on behalf of our ownself and on behalf of FNPO and NU P-IV Salute our Army for this action.

Bravo Jawans.

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

Journal of The National Union of Postal Employees, Postmen and Group 'C'/MTS
P&T Colony, Civil Lines, New Delhi-110054. Tel.: 23818330 • Email : tnrahate@yahoo.com
Shri T.N. Rahate (General Secretary) M.: 08080070500, 09869121277
Web : www.nupepostmen.org • www.nupepostmenp4.blogspot.com

हमें आप पर गर्व है!

पाकिस्तान व्याप्त कश्मीर के अंदर लाईन ऑफ कंट्रोल को पार कर हमारे करोड़ों जवानों ने सर्जिकल स्ट्राईक अंजाम दिया है। हम उसकी भरसक प्रशंसा करते हैं।

हमारे जवानों ने पाकिस्तान को अब तक भारत पाकिस्तान के बीच हुए सारे युद्धों में मात दी है। इतना ही नहीं बांग्लादेश का निर्माण कर पाकिस्तान के दो टुकड़े किये हैं।

किंतु पहली बार बिना युद्ध के पाकिस्तान व्याप्त कश्मीर में घुसकर 'घर में घुसकर मारेंगे' इस मुहावरे को यथार्थ में कर दिखाया है। किंतु बड़े ही दुख की बात है कि कुछ राजनीतिक पार्टियां इस सर्जिकल स्ट्राईक के सबूत मांग रही है। हमें इनकी नादानी पर हंसी आती है। इस तरह के मिलटरी आपरेशन के सिक्रेट सार्वजनिक नहीं किये जा सकते... क्योंकि इसका दुरुपयोग हो सकता है।

हम इस आपरेशन के लिए हमारे जवानों का दिल से अभिनंदन करते हैं। हमें हमारी सेना पर गर्व है। शब्बास जवानो...

- टी.एन. रहाटे, जनरल सेक्रेटरी

9 तथा 10 नवंबर 2016 को दो दिन की देश स्तरीय संपूर्ण हड़ताल

यह तय हुआ है कि संपूर्ण भारत स्तर पर 9 तथा 10 नवंबर 2016 को FNPO संलग्न यूनियनों तथा NU GDS सहित NFPE फेडरेशन, पोस्टल JCA के माध्यम से 2 दिन की हड़ताल पर जायेगी।

इसके पूर्व नीचे लिखित चरणों में कार्यक्रम रखा गया है।

प्रथम चरण : सभी विभागीय/रिजनल/सर्कल कार्यालयों समक्ष एक दिवसीय धरना दिनांक 20 अक्टूबर, 2016

दूसरा चरण : अनिश्चितकालीन भूख हड़ताल सेक्रेटरी जनरल एवं जनरल सेक्रेटरियों द्वारा दिनांक 3 नवंबर, 2016 से।

तीसरा चरण : दो दिवसीय देश स्तर पर हड़ताल 9 तथा 10 नवंबर 2016।

केवल दो मांगों की आपूर्ति के लिए डाक विभाग के सबसे निचले स्तर पर काम करने वाले कर्मचारियों के शोषण विरुद्ध - ग्रामीण डाक सेवा एवं पार्ट टाइम कान्टीजिंट एम्पलाईज, डेली रेटेड मजदूर, कैज्युअल लेबर इन लोगों का शोषण किया जा रहा है।

मांग क्रं. 1 : डाक विभागीय कर्मचारियों के समक्ष बोनस मर्यादा रु. 7000/- सभी ग्रामीण डाक सेवकों को भी लागू की जाये तथा आर्थिक वर्ष 2014-15 और 2016 के लिए अदायगी की जाये।

मांग क्रं. 2 : सुधारित वेतन बकाया अदायगी 1-1-2006 से (6th CPC) तथा वेतन में बढ़ोतरी 1-1-2016 से (7th CPC) सभी कैज्युअल पार्ट टाइम कान्टीजिंट एम्पलाईज तथा डेली रेटेड मजदूर को मिले। कैज्युअल लेबररस को बढ़े हुए दर पर बोनस अदायगी हो।

FNPO के अध्यक्ष के नाते यहां स्पष्ट करना हमारा कर्तव्य समझते हैं कि कुछ साथियों द्वारा गलत प्रचार किया जा रहा है कि FNPO और NU GDS ने NFPE से GDS issue पर आपस में हाथ मिला लिया है।

हमारा हमेशा से ही पोस्टल JCA के माध्यम से हर उस प्रोग्राम में भाग लेना तय हुआ है और पिछले 14 सालों में हमने पोस्टल JCA द्वारा प्रोग्राम किये हैं। यह कोई नयी बात नहीं है।

हम अपील करते हैं कि इस प्रोग्राम को भी FNPO साथियों आप सफल बनाये। यह अत्यंत आवश्यक है।

- टी.एन. रहाटे, जनरल सेक्रेटरी

Two Days Nationwide Strike On 9th and 10th November, 2016

It has been decided to conduct two days Nationwide Strike on 9th and 10th of November 2016, prior to that phased programme of action is sorted out.

- Phase I** : Protest demonstration in front of Divisional/Regional/Circle Offices on 3rd October, 2016.
- Phase II** : Mass Dharna in front of all Divisional/Regional/Circle Offices on 20th October, 2016.
- Phase III** : Indefinite Hunger Fast in front of Dak Bhawan by Secretary General and General Secretaries from 3rd November, 2016.
- Phase IV** : Two days nationwide Strike on 9th and 10th November 2016.

Only two points Charter of Demands of the most downtrodden and exploited section of Postal Employees - Gramin Dak Sevaks and Casual Part Time, Contingent Employees and Daily Rated Mazdoor.

- Demand No. 1** : Grant of enhanced Bonus of Rs. 7000/- to Gramin Dak Sevaks for financial year 2014-15 and 2015-16 at par with Departmental Employees.
- Demand No. 2** : Payment of arrears of revised wages from 1-1-2006 (6th CPC Arrears) and revision in wages from 1-1-2016 (7th CPC arrears) to Casual, Part Time, Contingent Employees and Daily Rated Mazdoors, grant of enhanced Bonus to Casual Labourers also.

Being the President of FNPO, we very categorically clear our stand in R/O that wrong propaganda is given by some of our colleagues that FNPO and NU GDS joined hands with NFPE on GDS issues, no not at all.

In fact, whenever necessary the programme of Postal JCA is common. This is the practice of last 14 years.

We appeal to FNPO Colleagues to organise the PJCA Programme as stated above.

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

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.: 09911 226062 / 09899 608399 / 08595 045985 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 मेंबर 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.: 09911 226062 / 09899 608399 / 08595 045985 को जल्द-से-जल्द से भेजें।

SG and GS Meeting with Chairman GDS Committee on 30-9-2016

Dated 30-9-2016 Shri D. Theagarajan, Secretary General, FNPO, Shri T.N. Rahate, President FNPO and General Secretary, NUPE Postman & MTS, Shri P.U. Muralidharan, NU GDS General Secretary and Dy. General Secretary of NU GDS met with Chairman GDS Committee during the meeting Secretary GDS Committee was also present.



The following points were discussed -

1. GDS pay shall be fixed by multiplying by 3.25 factor.
2. Gratuity as per the provisions of Gratuity act 1972 has to be paid to the GDS on discharge.
3. The present pension scheme is not at all attractive or beneficial to the GDS. GDS should be allowed to join NPS.
4. Provisioning of medical facilities to the GDS.
5. 10% reservation in PA cadre during recruitment.
6. Maternity grant for women GDS.
7. Rationalisation of categories of GDS staff.
8. Assessment of workload of GDS post through point system.
9. Uniform TRCA.
10. Incentive for works over uniform TRCA.
11. Improving accommodation for Branch Post Office.
12. RMS GDS should be observed as MTS in one time measure.

Dated 30-9-2016 Shri T.N. Rahate, President FNPO and General Secretary, NUPE Postman & MTS, Shri D. Theagarajan, Secretary General, FNPO, Shri P.U. Muralidharan, NU GDS General Secretary and Dy. General Secretary of NU GDS met the following Officers Chairman Postal Board, Director General and DDG (Est.).

The following Items were discussed -

1. Not abolition of Postman and MTS Vacant Post of Years 2005 to 2008.
2. Postman, MTS Recruitment earlier examination: in which Vigilance Inquiry found irregularities (for example Maharashtra Circle).

3. Change in the Recruitment Rules of Postman and MTS and all the Postman and MTS Vacant Posts were filled up from MTS, GDS and Casual Labourers.
4. Application of Provision of Para-5 of Annexure of OM on MACPs in case of officials covered by TBOP/BCR/ACP Schemes vis-a-vis Para 6.2 of Annexure to OM on MACPs dated 18-9-2009.

Director Order No. 1-20/2008-PCC dated 4 November 2013 and Clarification Order No. 1-9/2014-PCC dated 1-5-2015 but not implemented till date.

We therefore request that please issue necessary instructions/clarification to all Head of the Circles and particularly to the CPMG, Maharashtra Circle for implementation of Orders for Application of MTS, Postman, Mailguards and Promote PA Cadres.

Outcome of the Meeting

GDS Bonus: GDS Committee recommended revision of Bonus Ceiling from 3500 to 7000 as in the case Departmental Employees DDG sent the file to JS & FA for approval after this it will go to Chairman Postal Board for final approval let us hope for the best.

Cadre Restructuring for RMS, Circle Office and SBCO : File has been sent for approval to the Communication Minister.

MMS Cadre Restructuring : DOP&T raised some doubts this will be cleared by the Department next week.

Postman MTS Recruitment : Department decided to cancel (in which Vigilance Enquiry found Irregularities - For example Maharashtra Circle) the earlier examination, final decision has to be taken.

CGHS Rates for Cancer Surgery for hospitals empanelled under CGHS

...(Contd. from Postal Prakash, September 2016, Pg. 2)

Gradation of surgical procedures for treatment of cancer

Sr.	Surgery Grade VI	Grade
16.	Pancreaticoduodenctomy	Grade VI
17.	Total Esophagectomy (Trans Thoracic)	Grade VI
18.	Tracheal Resection	Grade VI
19.	Excision Cholangio + Liver Resection	Grade VI
	Bone & Soft Tissue	
20.	Laminectomy for intramedullary tumors	Grade VI
21.	Sacral tumors excision (combined approach)	Grade VI
	Thoracic & Paediatrics	
22.	Thoracic Surgery (Comb. of two or more	Grade VI
23.	Thoracoscopic Lobectomy/Pneumectomy	Grade VI
24.	Thymectomy with Vascular Surgery/Lung	Grade VI

(To be contd. ...)

**Modified Assured Career Progression Scheme (MACPs)
for the Central Government Civilian Employees -
Implementation of Seventh CPC Recommendation**

F.No. 35034/3/2015-Estt. (D)

Government of India

Ministry of Personnel, Public Grievances and Pensions

Department of Personnel and Training

North Block,

New Delhi

Dated the September 27, 2016

OFFICE MEMORANDUM

Subject : Modified Assured Career Progression Scheme (MACPs) for the Central Government Civilian Employees - Implementation of Seventh CPC Recommendations.

The Modified Assured Career Progression Scheme was introduced with effect from 01.09.2008 in pursuance of the recommendations of the Sixth Pay Commission by this Department's OM No. 35034/3/2008-Estt (D) dated 19th May, 2009. Subsequently, clarifications/FAQs were issued vide OM dated 16.11.2009, 09.09.2010, 01.04.2011, 13.06.2012, 04.10.2012 and 10.12.2014. These instructions are in force with effect from 01.09.2008.

2. The 7th Central Pay Commission (CPC) in para 5.1.44 of its report has recommended inter-alia as follows:

“MACP will continue to be administered at 10, 20 and 30 years as before. In the new Pay Matrix, the employee will move to immediate next level in hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the Pay Matrix. MACPs will continue to be applicable to all employees up to Higher Administrative Grade (HAG) level except members of Organised Group ‘A’ Services.”

3. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7th CPC accepted by the Government, the Modified Assured Career Progression Scheme (MACPs) will continue to be administered at 10, 20 and 30 years as before. Further, Para 1 and 2 of the existing Scheme (Annexure to this Department's OM No. 35024/3/2008-Estt. D dated 19th May, 2009) will be substituted by the following words:-

“1. There shall be three financial upgradations under the MACPs as per 7th CPC recommendations, counted from the direct entry grade on completion of 10, 20 and 30 years services respectively or 10 years of continuous service in the same level in Pay Matrix, whichever is earlier.

2. The MACPs envisages merely placement in the immediate next higher level in the Pay Matrix as given in PART A of Schedule of the CCS (Revised Pay) Rules, 2016. Thus, the level in the Pay Matrix at the time of financial upgradation under the MACPs can, in certain cases where regular promotion is not between two successive levels in the Pay Matrix, be different than what is available at the time of regular promotion. In such cases, the higher level in the Pay Matrix attached to the next promotion post in the hierarchy of the concerned cadre/organisation will be given only at the time of regular promotion.”

4. The 7th Central Pay Commission (CPC) in para 5.1.45 of its report has interalia recommended as follows:

“Benchmark for performance appraisal for promotion and financial upgradation under MACPs to be enhanced from ‘Good’ to ‘Very Good’.”

5. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7th CPC accepted by the Government, para 17 of the Scheme (Annexure to OM No. 35024/3/2008-Estt. D dated 19th May, 2009) shall be substituted by the following words:-

“17. For grant of financial upgradation under the MACPs, the prescribed benchmark would be ‘Very Good’ for all the posts.”

6. These changes will come into effect from 25th July, 2016, i.e. from the date of resolution notified by Department of Expenditure, Ministry of Finance regarding acceptance of the recommendations of the 7th CPC.

7. The comprehensive MACP Scheme on acceptance of Seventh Central Pay Commission recommendations will be issued separately.

Sd/-
(Jayanthi G.)
Director (E.I)
Tel: 23092479

To
All Ministries/Departments of Government of India.

**Implementation of Orders of Supreme Court about
grant of Upgraded Payscale of Rs. 3050-4590 from 1-1-1996**

No. 2-1/3007-PCC
Government of India
Ministry of Communications & IT
Department of Posts

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated 26 Sep. 2016

To

All the Chief Postmaster General,

Sub : Implementation of Orders of Hon'ble Supreme Court dated 07.05.2015 in Civil Appeal No. 2010/2009 in respect of SLP No. 6394/2007 filed by All India Postal Employees Union, Postmen and Group D about grant of upgraded pay scale of Rs. 3050-4590 from 01.01.1996 instead of 10.10.1997.

Sir,

I am directed to inform that Hon'ble Supreme Court has passed Order dated 07.05.2015 in Civil Appeal No. 2010/2009 in respect of SLP No. 6394/2007 filed by All India Postal Employees Union, Postmen and Group-D about grant of upgraded pay scale of Rs. 3050-4590 from 01.01.1996 instead of 10.10.1997. Though the Hon'ble Supreme Court has granted notional benefits of fixation in the pre-revised pay scale from 01.01.1996 instead of 10.10.1997, but for implementation thereof, financial implications are involved and required to be worked out.

2. I am therefore, directed to request you to kindly arrange to intimate the financial implication involved in the matter at the earliest, so that further action can be taken.

Yours faithfully,



(R.L. Patel)
Assistant Director General (GDS/PCC)

**Abolition of Group B, C and D posts of ADRP under the
scheme of Optimization of direct recruitment vacancies**

No. 66-24/2013-SPB-I
Ministry of Communications & IT
Department of Posts
Personnel Division

Dak Bhawan, Sansad Marg,
New Delhi, Dated 27.07.2016

1. All Chief Postmasters General
2. All Postmasters General
3. The Director, PSCI, Ghaziabad
4. Chief General Manager, Postal Life Insurance, New Delhi
5. C.E. (Civil), Dak Bhawan, New Delhi

Subject : Abolition of Group B, C and D posts of Annual Direct Recruitment Plans (ADRP) for the year 2005, 2006, 2007 and 2008 under the scheme of Optimization of direct recruitment vacancies regarding.

Sir/Madam,

I am directed to refer to this Directorate's letter of even number dated 13.12.2013 vide which instructions were issued to all Circles to keep in abeyance orders issued by the Circles after 28.05.2016 to comply with the interim order dated 28.05.2013 of Hon'ble Tribunal, Delhi Bench in OA No. 1736/2013 to stop all further proceedings on Dte's Letter No. 25-12/2008-PE-I dated 19.11.2012 on the subject mentioned above.

2. The order for abolition of Group 'B', 'C' and 'D' posts of ADRP for the year 2005, 2006, 2007 and 2008 under the Scheme of Optimization of Direct Recruitment vacancies as conveyed vide our letter No. 25-12/2008-PE-I dated 19.11.2012 was sub-judice in three CATs viz. Principal CAT Bench, Delhi, in CAT Bench Karnataka and in Ernakulam Bench, Kerala. Now the final verdicts of the three CATs have been received in favour of the Directorate. The OAs filed in these three CATs have been dismissed.

3. In view of above, it has now been decided to withdraw the instructions contained in the Directorates letter of even number dated 13.12.2013 and all the Postal Circles are hereby directed to take further course of action to abolish the vacancies circulated vide Directorate letter No. 25-12/2008-PE-I dated 19.11.2012 immediately.

Yours faithfully,



(Abhay Kumar)

Assistant Director General (SPN)

**Union opposes abolition of Postman and MTS posts of ADRP
under the scheme of Optimization of direct recruitment vacancies**

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

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

Ref. No.: NU/P-IV/Abolition of Posts/2016 Date : 10-10-2016

To,
Shri B.V. Sudhakar,
Secretary (P), Department of Posts,
Dak Bhawan, Sansad Marg,
New Delhi-110001

**Subject : Abolition of Group B,C and D Posts
of Annual Direct Recruitment Plans (ADRP)
for the year 2005, 2006, 2007 and 2008**
under scheme of optimization of Direct Recruitment vacancies - regarding
Ref.: Directorate Letter No. 66-24/2013-SPB-I dt. 27-7-2016

Respected Sir,

We would like to bring it to your kind notice; that at present in Postal Department the Postman, MTS Staff is overburdened due to non-recruitment on vacant posts.

The workload is **day-by-day increasing** due to **new schemes such as Amazon Parcel and other services**. Due to large scale increase in **vast population growth**, the need of additional 25,000 posts are justified.

And therefore we request that **vacant post of Postman, MTS** may please be **excluded** from this abolition of year **2005-2008** cited in our above Memo, in the larger interest of the Staff, Administration and Members of Public those are our masters.

Thanking you,

Yours Sincerely



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

CC for information and necessary action
1. All Circle Secretary and
All CHQ Office Bearers

**Clarification Order - Full Time Casual Labour
(Other Than Temporary Status)/Part Time Casual Labour/Workers**

No. 2-53/2011-PCC
Government of India
Ministry of Communication & IT
Department of Posts

Dak Bhawan, Sansad Marg,
New Delhi-110001
Date : 17-06-2016

Office Memorandum

Attention is invited to this Directorate OM of even number dated 22.01.2015 vide which instruction regarding remuneration payable to Full Time Casual Labour (Other than Temporary Status)/Part Time Casual Labour/workers engaged on contingency basis was issued. Time and again references from various corners are being received for issue of clarification on the term of Full Time Casual Labour (Other than Temporary Status)/Part Time Casual Labour/workers engaged on contingency basis.

2. On examination of the matter it is seen that the term of casual labourers in Department of Posts has already been clarified vide DG (Posts) communication no, 45-24/88-SPB-I dated 17.05.1989. Copy of the same is attached.

3. The revised rates of remuneration payable to these categories of staff has already been circulated vide this Directorate OM of even number dated 22.01.2015. Necessary action may be taken accordingly.

Sd/-
(R.L. Patel)
Asstt. Director General (GDS/PCC)

Encl : As above

Copy to :-

1. All Chief Postmaster General, Department of Posts.
2. Chief General Manager, PLI/BD Directorate, New Delhi.
3. Sr. PPS to Secretary (P)/JS & FA/Secretary (PSB).
4. Director, RAKNPA, Ghaziabad/All Directors, Postal Training Centres,
5. All GM (Finance)/Directors of Accounts (Postal)
6. The Officer in charge. APS Record Office, Kamptee,
7. All Recognized Unions/Associations/Federations.
8. All Members/Sr. DDGs/DDGs.
9. PAP/PE-I/PE-II Sections.
10. Director, CEPT, Mysore - for uploading on www.indiapost.gov.in

No. 2-53/2011-PCC
Government of India
Ministry of Communication & IT
Department of Posts

Dak Bhawan, Sansad Marg,
New Delhi-110001

Date : 22 Jan. 2015

Office Memorandum

Sub:- Remuneration payable to Full Time Casual Labour (Other than Temporary Status)/ Part Time Casual Labour/Workers engaged on contingency basis.

The issue of remuneration payable to Full Time Casual Labourers (Other than Temporary Status) and Part Time Casual Labourers has been under consideration of the Department for quite some time. The matter has been examined in consultation with the Nodal Ministries/Departments and it has been decided, that the remuneration payable to casual labourers would be as under:-

- (i) The wages of Full Time Casual Labourers (Other than Temporary Status) would be calculated at the minimum of Pay Band-1 (Rs. 5200-20200) i.e. Rs. 5200 plus a Grade Pay of Rs. 1300/- and Dearness Allowance as admissible from time to time. In addition, the benefit of merger of 50% of dearness allowance would also be admissible in terms of DoPT OM No. 49014/5/2004-Estt (C) dated 31-05-2004.
 - (ii) So far as Part Time Casual Labourers are concerned, their wages would be calculated on pro-rata basis, in terms of hours of duty put in, with respect to the minimum of Pay Band-1 (Rs. 5200-20200) i.e. Rs. 5200 plus a Grade Pay of Rs. 1300/- and Dearness Allowance as admissible from time to time. In addition, the benefit of merger of 50% of dearness allowance would also be admissible in terms of DoPT OM No. 49014/5/2004-Estt (C) dated 31.05.2004.
- (2) The revision as aforesaid in sub para (i) to (ii) will take effect from 01.01.2006.
3. For the Full Time Casual Labourers covered by Para 1(v) of DoPT OM No. 49014/2/86 Estt. (C) dated 07.06.1988 i.e. the full time casual labourers, who are engaged to perform work different from the work performed by regular employee will continue to be remunerated based on the minimum wages prescribed by Central or State Government, whichever is higher.
4. This issues with concurrence of Integrated Finance Wing vide Diary No. 343/FA/2015/CS dated 22.01.2015.


(Surender Kumar)

Asstt. Director General (GDS/PCC)

GOVT. OF INDIA
MINISTRY OF COMMUNICATIONS
DEPARTMENT OF POSTS
SPB-I SECTION

Dak Bhawan,
Parliament Street,
New Delhi-110001.
Dated : 17-05-89.

No. 65-24/88-SPB-I

To

- (i) All Heads of Circles
- (ii) Director, Postal Staff College, New Delhi
- (iii) Controller Foreign Mails, Bombay.
- (iv) Addl. Director, General A.P.S.
- (v) All Principals, Postal Training Centres.

Sub :- Casual labourers and Part Time Casual Labourers - clarification regarding.

Sir,

I am directed to say that references have been received seeking clarification as to which class of workers should be treated as full time or part-time casual labourers.

2. It is hereby clarified that all daily wagers working in Post Offices or in RMS Offices or in Administrative Offices or PSD's/MMS under different designations (mazdoor casual labourer, contingent paid staff, daily wager, daily rated mazdoor, outsider) are to be treated as casual labourers. Those casual labourers who are engaged for a period of 8 hours a day should be described as full-time casual labourers. Those casual labourers who are engaged for a period of less than 8 hours a day should be described as part-time casual labourers. All other designations should be discontinued.

3. Substitutes engaged against absentees should not be designated casual labourers. For purposes of rectt. To group 'D' posts, substitutes should be considered only when casual labourers are not available. That is, substitutes will rank last in priority, but will be above outsiders. In other words, the following priority should be observed:-

- (i) NTC Group 'D' officials.
- (ii) EDAs of the same Division.
- (iii) Casual Labourers (Full Time or Part-Time). For purpose of computation of eligible service, half of the service rendered a part-time casual labourer should be taken into account. That is, if a part-time casual labourer has served for 480 days in a period of 2 years he will be treated, for purposes of rectt. to have completed one year of service as full-time casual labourer.)
- (iv) EDAs of other Divisions in the same Region.
- (v) Substitutes (not working in Metropolitan cities).
- (vi) Direct recruits through employment exchange.

Note : Substitutes working in Metropolitan Cities will, however rank above no. (iv) in the list.

4. Please acknowledge receipt immediately.

Sd/-

(D. H. SARKAR)

ASSTT. DIRECTOR GENERAL (SPN)

Copy to:- All recognised Unions.

No. 01-07/2016-SPB-I
GOVT. OF INDIA
MINISTRY OF COMMUNICATIONS
DEPARTMENT OF POSTS

Dak Bhawan, Sansad Marg,
New Delhi-110001.
Dated : 12th September, 2016

To

1. All CPMsG
2. All PMsG
3. Director, Rafi Ahmed Kidwai National Postal Academy, Ghaziabad
4. All Directors, Postal Training Centres
5. All Directors, Postal Accounts
6. Controller, Foreign Posts, Mumbai
7. Heads of all other Administrative Offices.

Subject : Casual Labourers with temporary status - clarification regarding contribution to GPF and Pension under the Old Pension Scheme.

Sir,

I am directed to refer to this Department's Letter No. 01-07.2016-SPB-I dated 22.07.2016 on the above cited subject and say that following clarifications are hereby issued in respect of Casual Labourers in the Postal Department in line with DOP&T OM No. 49014/2/2014-Estt (C) dated 28.07.2016:

- (a) The Department's Letter No. 01-07/2016-SPB-I dated 22.07.2016 restores the provisions of the scheme as it existed prior to this Department's Letter No. 45-6/2005-SPB-I Dated 02.09.2005. The benefit of GPF and Old Pension Scheme is applicable to all those Casual Labourers who are covered under the Casual Labourers (Grant of Temporary Status and Regularization) Scheme issued vide Letter No. 45-95/87-SPB-I dated 12.04.1991 even if they have been regularized on or after 01/01/2004.
- (b) As the benefit of Old Pension Scheme and GPF is applicable to only those Casual Workers who are covered under the above stated Scheme of 1991, all the Circles may strictly ensure that it does not lead to demand by regularly recruited fresh employees appointed on or after 01.01.2004 for similar benefit in place of NPS.

Yours faithfully,



(Abhay Kumar)

Assistant Director General (SPN)

Copy to:

7. CGM (PLI)/CGM(BD&M) / JS&FA / DDG (PAF)
8. All DDsG/Directors/ADsG
9. SO/PE.I/SO(PE.II) / SO (Pension) / SO (PAP) / SO (GDS) / SO (SPB.II)
10. Guard File (SPB.I)
11. All Recognized Unions / Associations as per standard list
12. Director, CEPT, Mysore for uploading on the India Post website.

No. 01 -07/2016-SPB-I
Government of India
Ministry of Communications & IT
Department of Posts
Personnel Division

Dak Bhavan, Sansad Marg,
New Delhi dated 22 July 2016

To:

1. All CPMsG
2. All PMsG
3. Director, Rafi Ahmed Kidwai National postal Academy, Ghaziabad
4. All Directors, PTC
5. All Directors, Postal Accounts.
6. Controller, Foreign Posts, Mumbai
7. Heads of all other Administrative Offices.

Subject : Casual Labourers with temporary status - clarification regarding contribution to GPF and Pension under the Old Pension Scheme.

Sir / Madam,

Department of Posts had circulated details of a scheme viz. Casual Labourers (Grant of Temporary Status and Regularisation) Scheme vide letter No. 45-95/87-SPB.I dated 12.4.1991 for granting temporary status to Casual Labourers who were in employment as on 29.11.89 subject to fulfillment of certain conditions. Further clarifications on the subject were issued by the Directorate as under:

- a) Directorate vide Letter No. 66-52/92-SPB.I dated 1.11.95 extended the benefit of the above scheme to also Casual Labourers recruited after 29.11.89 and upto 10.9.93.
- b) Directorate vide Letter No. 66-9/91-SPB.II dated 30.11.92 issued clarifications that Casual Labourers with temporary status, who completes three years of service are to be treated at par with temporary Group D employees and are entitled to various benefits viz. leave, holidays, CGEIS, GPF, Medical aid, LTC etc. and counting of temporary service after regularisation for retirement benefits.
- c) The Scheme for grant of temporary status and regularization of casual labourers formulated vide Letter No. 45-98/97-SPB.I dated 12.4.91 was modified as under vide letter No. 45-6/2005-SPB-I dated 2.9.2005 (in consultation with DOPT and in line with DOPT OM No. 49014/1/2004-Estt (C) dated 26.4.04) in the light of introduction of New Pension Scheme in respect of persons appointed to the Central Government service on or after 1.1.2004.
 - (i) As the new pension scheme is based on defined contributions, the length of qualifying service for the purpose of retirement benefits has lost its relevance. No credit of casual service as specified in para 6 of the said scheme shall be available to the casual labourers on their regularization against Group D posts on or after 1.1.04.

- (ii) As there is no provision of GPF in the new pension scheme, it will not serve any useful purpose to continue deductions towards GPF from the existing casual employees, in terms of para 8 of the scheme for grant of temporary status. Therefore, no further deductions towards GPF shall be effected from the casual labourers w.e.f. 1.1.2004 onwards and the amount lying in their GPF accounts, including deductions made after 1.1.2004, shall be paid to them.

2. However, since DOPT OM No. 49014/1/2004-Estt (C) dated 26.4.04 (cited in para 1(c) above) has been quashed by various benches of CAT/High Courts who have decided that the scheme could not be modified retrospectively and that SLPs filed in the Hon'ble Supreme Court in various cases have been dismissed by the Apex Court, DOPT vide its OM No. 49014/2/2014-Estt (c) dated 26.2.16 has issued clarifications regarding contribution to GPF and Pension under Old Pension Scheme.

3. Therefore, in line with the instructions issued by DOP&T vide OM No. 49014/2/2014-Estt (C) dated 26.2.16 on the subject following clarifications are hereby issued in respect of Casual Labourers in the Postal Department in supersession of Directorate Letter No. 45-6/2005-SPB-I dated 2.9.2005.

- a) Casual Labourers who had been granted temporary status under the scheme, and have completed 3 years of continuous service after that are entitled to contribute to the GPF.
- b) 50% of the service rendered under temporary status would be counted for the purpose of retirement benefits in respect of those Casual Labourers who have been regularized in terms of the provisions of Department of Post Scheme for regularisation of Casual Labourers.
- c) It is emphasised that the benefit of temporary status is available only to those casual labourers who were in employment as on 10.9.93 and were otherwise eligible for it. No grant of temporary status is permissible after that date. The employees erroneously granted temporary status between 10.9.93 and the date of Hon'ble Supreme Court judgement in Union of India Vs. Mohal Pal 2002 delivered on 29.4.2002, will however deemed to be have been covered under the Scheme dated 12.4.91 of Department of Posts.
- d) Circles may identify cases where temporary status have been granted wrongly to those not covered under the Department of Posts scheme dated 12.4.91 and fix responsibility for the same.

Copy to:

1. CPMG (PLI)/CGM (BD & M)/JS&FA/DDG (PAF)
2. All DDsG/Directors/ADsG
3. SO (PE.I)/SO (PE.II)/SO (pension)/SO (PAP)/SO (GDS)/SO (SPB II)
4. Guard File (SPB.I)
5. All recognized Unions Associations as per standard list.
6. Director, CEPT, Mystore for uploading on the India Post website.

Sd/-
(G. Rajeev), Director (SPN)

Yours faithfully

Sd/-
(G Rajeev)
Director (SPN)